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POLITICAL, SOCIOLOGICAL, AND MILITARY AFFAIRS  
No. 1372

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INTERNATIONAL AFFAIRS

POLISH YOUTH OFFICIAL DISCUSSES WFDY GOALS

Warsaw SZTANDAR MLODYCH in Polish 6 Dec 76 pp 1, 7

[Notation on article reads 9 Dec 76]

[Interview with Andrzej Jez, secretary of the Main Council of the FSZMP by Antoni Olczak: "Solidarity Forever With the World's Progressive Youth"]

[Text] SZTANDAR MLODYCH is talking with Andrzej Jez, secretary of the Main Council of the FSZMP [Federation of Socialist Unions of Polish Youth] about the real problems of the worldwide democratic youth movement.

Question: You returned from Mexico not long ago where as secretary of the FSZMP delegation you participated in the work of the Executive Committee of the WFDY [World Federation of Democratic Youth]. What were the main topics of the committee's deliberations?

Answer: The Executive Committee evaluated the activity of the WFDY during the period which elapsed since the last conference, that is, the meeting in Kladno, Czechoslovakia. The committee also adopted many guidelines for the WFDY's work in 1977.

The evaluation turned out positively. The constantly growing influence of the WFDY in the world youth movement was cited in many of the pronouncements. WFDY's favorably developing cooperation with other democratic youth organizations, particularly with those of Third World countries was emphasized. It is worthwhile mentioning here that the last Executive Committee conference in Mexico, on the Latin American continent, was an expression of WFDY's deepening solidarity with progressive youth movements and Third World country students, while simultaneously testifying to the objective growth in the role and significance of these movements.

The World Federation of Democratic Youth attaches great weight to expanding its political platform and activity in Third World countries. The conference in Mexico was actually an expression of this and not merely symbolic.

Executive Committee deliberations were preceded by an international seminar which took place under the slogan: "For anti-imperialist solidarity by youth in the struggle for its rights, a new international economic order, democracy and national independence." Ninety-eight national, regional and international organizations from Europe, Asia, Africa and Latin America took part in the seminar. Among the participants were many Third World organizations outside the WFDY, among them youth groups associated with the ruling parties in Colombia, Venezuela and Mexico, as well as progressive Catholic Youth groups. Thus, just as in Europe, the WFDY is working fruitfully with other democratically oriented youth organizations on the Latin American continent.

During the course of the seminar, there was a broad discussion of the existing ties between the fraternal socialist policy of peace, the deepening relaxation of tension and cooperation, and the struggle of Asian, African and Latin American nations for political, economic and social freedom. The significance of youth activity relative to disarmament in the context of efforts to establish a new international economic order based on mutually beneficial cooperation was emphasized. Conference participants expressed their support for nations struggling against colonialism, neocolonialism, racism and apartheid. Full support was expressed for the struggle of Latin American countries against fascism and reaction and the policy of imperialist circles on that continent was condemned.

During the WFDY Executive Committee deliberations, the course and results of the European Congress of Youth and Students in Warsaw--the largest youth political conference in the history of our continent--were evaluated highly. The congress was rated as an important event in the process of European youth's struggle for peace and security and for initiating the resolutions of the CSCE Final Act. It was also emphasized that the success of the Warsaw meeting has great significance for the further development of European youth cooperation.

The preparation of the documents adopted by the WFDY Executive Committee in Mexico was preceded by penetrating and broad consultations, particularly in the case of declarations relative to disarmament, unemployment among youth, as well as of the general resolution pertaining to peace, security, cooperation and social progress. The "Chilean resolution" which contains a proposal for conducting a massive solidarity meeting in Italy with the people of Chile in May 1977, is characteristic of the solidarity resolutions adopted. So is the "Vietnamese" proposal relative to organizing an international solidarity action under the title "Friendship Train to Vietnam."

I will just add that in Mexico, the WFDY family was increased by 11 new participants. This is the number of new organizations which the Executive Committee accepted into the fellowship of the WFDY's ranks of members with full rights.

Question: Dynamic changes are taking place in today's world. How does the WFDY adapt its activity to the changing situation?

Answer: That is an unusually important problem. All WFDY member organizations, among them to be sure, the Federation of Socialist Unions of Polish Youth are aware of the necessity for continued improvement in their action programs. At least three aspects need to be distinguished here.

First of all, swift reaction to what is happening in the world is essential. An example of such rapid reaction, among others, was the large solidarity campaign with the struggle of the Angolan people, first for independence from the yoke of colonialism, and then for the building of an independent fully sovereign state.

Second, ever stronger accentuation of the need for fuller activity by individual organizations, the building of closer ties between them and the working out of more effective results of common action particularly, in the case of undertaking broad actions. A good example here can be the progress attained in the activity of the European Commission which at present is chaired by the Polish delegation.

A third aspect of the matter is the need for effectively attracting other progressive and democratic national and international youth organizations to the WFDY program, as well as undertaking action with them in a common anti-imperialist program.

Question: The 11th International Festival of Youth and Students will undoubtedly also fulfill this role. It will take place outside of Europe for the first time--in Cuba the first socialist country in the Western hemisphere. The very selection of the meeting place of the world's progressive youth has a symbolic significance. What is the present status of the preparations for the Festival?

Answer: Consistent with the decision of the second session of the International Festival Arrangements Committee which deliberated in Havana in March, the 11th International Festival of Youth and Students will take place under the slogan: "For Anti-Imperialist Solidarity, Peace and Friendship." All of the most democratic groups in the world youth movement have already announced their participation and thereby have confirmed the vitality and topicality of the festival movement idea.

This is the order of the main preparations for the festival: Directly after the conclusion of the Third Congress of Cuba's Communist Youth Association, the host of the future festival, the third session of the International Arrangements Committee will take place in Havana. The Permanent Festival Committee, which will be comprised of about 31 youth organizations, should be appointed then, festival program guidelines will be adopted, and the exact date of the festival will be set. It is anticipated that the total number of 11th International Festival of Youth and Students participants will number about 20,000. It is worth noting that Poland was one of the first countries in which a National Arrangements Committee for the International Festival of Youth and Students was established.

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ALBANIA

MEASURES TO REBUILD VILLAGE AFFECTED BY LANDSLIDE

Tirana ZERI I POPULLIT in Albanian 6 Mar 77 p 1

[Article: "Important Measures To Assist the Population in the Village of Moglice"]

[Excerpts] As was reported 2 days ago in our press, signs of a landslide appeared in the village of Moglice in Korce District, resulting in the destruction and sinking of dwellings and economic and socio-cultural buildings.

In its Decision No 65 of 4 March 1977, the Council of Ministers resolved that the houses and the economic and socio-cultural buildings which are to be built in the vicinity of the former center of the locality of Moglice will be constructed during the month of April and that the families will occupy their new dwellings by 1 May. Also, it was resolved that all the expenses for this project would be borne by the state.

For the implementation of this resolution, the appropriate central organs and the executive committee of the People's council of Korce District have been given concrete tasks. For the construction of the new plain of Moglice, the Council of Ministers has made available to the General Directorate of the Communal Economy some 26 prefabricated apartments with two rooms and a kitchen and other necessary equipment such as cement, bricks, tiles, doors and windows, iron, pitch, wood, etc. At the same time, an appeal has been made to agricultural cooperatives and enterprises in Korce District to assist the village of Moglice by providing specialists and workers for constructing houses and other buildings within the planned period.

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ALBANIA

BRIEFS

EARTHQUAKE IN SHKODER DISTRICT--On 15 March at 0300 hours an earth tremor registering 4 degrees on the Richter scale was felt in Albania. The epicenter was (according to preliminary evidence) in the Tamare region of Shkoder. According to preliminary information, this earthquake registered 5 degrees (without damage) in Tamare, Vermosh, Broje, Kozhnja, Bukl, and Njikl. [Text] [Tirana ZERI I POPULLIT in Albanian 16 Mar 77 p 1]

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BULGARIA

DECREE AIMED TO IMPROVE STRUCTURE OF SALARIES, WAGES

Sofia DURZHAVEN VESTNIK in Bulgarian 8 Mar 77 pp 177-189

[Decree No 5 of 1 February 1977 of the BCP Central Committee, the Bulgarian Council of Ministers and the Central Council of Bulgarian Trade Unions Concerning an Improvement in the Organization of Wages]

[Text] The problems of wages have always held a central place in the social and economic policy of the BCP. These problems have been viewed and solved from the standpoint of the tasks and requirements of constantly increasing the standard of living of the people and the role of wages as the basic element in the mechanism of encouraging the development and greater efficiency of production, as well as other activities in the life of our socialist society.

The organization of wages, as a mechanism for regulating the processes of the forming of individual wages according to certain criteria, standards and other parameters, has been developed and improved in accord with the conditions and requirements of the various stages in the development of the country, and according to changes in the system of social administration.

The Seventh Five-Year Plan and the period up to 1990 are a stage in the nation's development which is characterized by new decisions in the area of social administration and related to the disclosure and maximum use of all reserves for the accelerated and efficient development of the economy, and with the process of building a developed socialist society in Bulgaria. The strategic slogan of the 11th Party Congress "Efficiency and Quality" places new demands upon the approach to solving the problems related to the structure, concentration and specialization of production, to the accelerated introduction of modern scientific and technical achievements, as well as to the more efficient use of the resources of society. The application of the multiplier approach in solving national economic problems places definite demands upon the entire economic mechanism, and including the organization of wages.

Wages must become an important incentive factor in carrying out the general schemes of production concentration and specialization, for improving the management of economic complexes, the ministries, other departments, economic

organizations, divisions and so forth, for achieving a maximum national economic effect from each decision. This requires that a number of measures be carried out to improve the organization of wages in accord with the decisions of the 11th BCP Congress and the July Plenum of the BCP Central Committee.

The basic aim of the measures is to strengthen the role of wages in carrying out the strategic task of high efficiency and quality, and on this basis to provide conditions for increasing wages and raising the standard of living of the workers.

In order to realize this aim, it is essential to create conditions for the following:

- 1) Coordinating the increase in wages with a rise in social labor productivity, and with the achieving of a maximum national economic effect from each activity;
- 2) The realization of the principle of earning the entire wage;
- 3) The consistent application of the principle "equal wages for equal work" on the basis of a unified wage scale and salary scale for all activities; a unified system of supplementary labor remuneration under adverse, specific or other labor conditions; more advanced systems for personnel evaluation in accord with their training, professional qualities and their contribution to solving the assigned tasks and achieving certain results;
- 4) The direct effecting by wages of the processes of production concentration and specialization, in encouraging more strongly the development of strategic production including the extractive sectors, preparatory production, the production of assemblies and parts, spare parts, and so forth;
- 5) The application of more effective wage systems for personnel employed in various types of activities in the aim of more accurately considering the efficiency of their labor, in making ever wider use of the method of a comprehensive evaluation, a normed plan quota, brigade accounting, and so forth;
- 6) The strengthening of responsibility for the nonfulfilled tasks, the unrealized effect, and unfulfilled obligations to other systems and organizations in the area of material and technical supply, cooperative deliveries, and so forth.

The responsibilities of the guilty economic organizations, divisions and units are to be reflected in the amount of the wage fund and in the individual earnings of the guilty parties.

Through the system of responsibilities, a desire is to be encouraged to achieve a definite multiplier effect from the given activity.

In terms of its character and scope, the improvement in the organization of wages is a vast measure with great economic, political, ideological and social significance. This measure involves all workers and will provide a more

complete application of the party's policy for social justice in distribution relationships, a unity of public and private interests, and an economically and socially sound differentiation of wages.

For realizing the designated aims, the BCP Central Committee, the Bulgarian Council of Ministers and the Central Council of Bulgarian Trade Unions [CCBTU] Decree:

#### Section I. The Formation of Individual Wages

Article 1. (1) To strengthen the material incentive and responsibility of the employees for achieving higher efficiency and quality in work, in improving the formation and regulation of individual wages.

(2) Individual wages are to be made dependent upon the complexity, adversity and responsibility of the work, upon the importance of the sphere of activity (the levels of production), upon effectiveness and upon the contribution of the individual workers to improving the quality of product and services, upon the conditions under which their labor occurs, and upon the achieved degree of production specialization and concentration and the shift nature of the work.

Article 2. By improving the mechanism for the formation of individual wages, the following is to be provided:

1. The converting of the wage rate and salary into a flexible form for evaluating the individual abilities of the workers and the efficiency of their work;
2. Unity in the approach and criteria for setting the wage rates and salaries in observing the principle "equal wages for equal labor" in accord with the character, complexity, adversity, conditions and efficiency of the work;
3. The overcoming of wage leveling by better differentiation between the wage rates and salaries for the different personnel categories, and the providing of a conformity between wages and the quality and efficiency of the labor.

Article 3. The individual wages and salaries of the employees are to be set according to the Unified Wage Scale and the Unified Salary Table.

Article 4. (1) The Unified Wage Scale is to be applied in all sectors and activities of the national economy, including for cooperative farm members. In accord with the specific working conditions characteristic of certain sectors and activities, the wage rates of the Unified Wage Scale are to be increased by differentiated coefficients from 1.10 to 1.40.

(2) The individual wage rates of employees whose labor is paid for under the Unified Wage Scale are to be set within the limits of the production staff and in accord with the category to which they are assigned.

(3) The leaders, with the approval of the trade union committee, for highly skilled workers in the highest two categories which are in use in the corresponding sector or activity may set an additional monthly labor remuneration amounting to the difference between the wage rates of the two categories. For this purpose, up to 1 percent of the planned wage fund for the employees may be used. At least one-half of these funds are paid to the brigade foreman and brigade leaders, the persons responsible for the production and operations groups and who have not been released from their immediate production tasks, as well as the section foremen. This remuneration is not to be paid with a deterioration in the quality of the performed work.

(4) The chairman of the Committee on Labor and Wages with the approval of the CCBTU prior to 1 March 1977, is to approve an ordinance for setting the categories of the employees, the rate indicators and the procedural instructions for elaborating the sectorial wage-skill manuals.

Article 5. (1) The Unified Salary Table is employed in determining the salaries of leaders and executives in all sectors and activities of the national economy, including cooperative farm members.

(2) The individual salaries of white collar personnel are to be made dependent upon their professional qualities, upon the complexity, responsibility and adversity of the performed job, and upon the results of the labor. In this regard, the recruitment, placement and use of the personnel are to be improved in strict dependence upon their professional qualities, the demands placed upon them in the work process are to be increased and differentiated, and the use of the competitive principle and labor contracts with a trial period is to be broadened.

(3) The specific amounts of the salaries are to be set on the basis of the results of periodic certification of the leadership and specialists according to the ordinance approved by the chairman of the Committee on Labor and Wages with the agreement of the CCBTU. The system for the certification of the leadership and specialists is to be used as an element in the Unified System for the Recruitment, Skills and Management of Personnel.

(4) The junior specialists are to receive a minimal monthly salary in accord with the acquired education as designated in the Unified Salary Table. After 1 year, they are to be certified, and depending upon the professional qualities shown and in accord with the degree of complexity of the work entrusted to them, the salary is to be set for them within the range designated for the appropriate position in the Unified Salary Table.

(5) The amount of the individual salary for major and leading specialists may exceed the pay of their immediate superior.

(6) The chairman of the Committee on Labor and Wages with the approval of the CCBTU prior to 1 March 1977, is to approve a salary indicator and the standard job descriptions. On the basis of the standard job descriptions, the leaders of the ministries and other departments, with the approval of the appropriate

trade union body, when necessary are to approve specific job descriptions which cannot contain fewer obligations and requirements than those stipulated in the standard job descriptions.

Article 6. (1) The salaries of leaders and specialists whose work involves broad scope and complexity and influences the efficiency and quality of the production and economic activities of the appropriate system, that is, economic organization, division, unit, and so forth, are dependent upon the category of the system. For this purpose, the salaries for the category positions as determined according to the individual qualities of the person, that is, skills, initiative, organizational abilities, professional qualities, and so forth, are to be paid with supplements differentiated according to the category of the system.

(2) The salary supplements for the category are a portion of the planned wage fund for the administrative and managerial personnel and the scientific-technical and design personnel, and are set within the limit approved by the superior body.

Article 7. (1) The category of the economic organizations and their divisions and units is determined according to the following indicators:

1. The number of personnel corrected by the rise in social labor productivity;

2. The value of the productive capital corrected by a coefficient showing the degree of its utilization;

3. The quality of the product expressed by the relative share of the product with the "Q" [quality] and "l" evaluations or another measurement specific for the quality of the appropriate activity.

(2) The economic ministries and other departments, with the approval of the Committee on Labor and Wages, can:

1. Replace certain of the basic indicators for categorizing when they are not characteristic of the appropriate activity or are not of determining influence, using other indicators which best reflect the efficiency and quality of the work of the appropriate system;

2. Set additional indicators which reflect the specific requirements for the activities of the system, such as a shift coefficient, the restitution of wear, the degree of equipment utilization, net product, and so forth.

(3) The standards for the categorizing of the economic organizations and their divisions are to be approved by the chairman of the Committee for Labor and Wages with the agreement of the CCBTU, depending upon the character, complexity and specific conditions of production.

(4) The categorizing of the economic organizations and their divisions and units is to be carried out at the start of the year on the basis of the plan quotas for the appropriate indicators. In figuring the annual results, if for the corresponding indicators the economic organization, division or unit has fallen into a lower category, the annual amount of the category supplements for the individual persons is to be calculated according to the rates for this category.

(5) When an economic organization, division or unit has not received the necessary units for categorizing according to the stipulated indicators and standards, the individual salaries of the category positions are to be set only within the limits of the salary provided in the Unified Salary Table.

(6) The economic complexes and organizations are to economically sanction, by reducing the category, their structural subdivisions which themselves satisfy their demand for product produced in standard series, when this causes the retarding of specialization processes and poorer efficiency.

Article 8. (1) The categorizing of organizations involved in scientific services and introduction [of new technology] as well as the institutions, organizations and their divisions in the nonmaterial sphere is to be carried out using specific indicators which most fully reflect the volume and character of the appropriate activities:

1. For the organizations involved in scientific services and introduction--the effect per lev of expenditures on applied scientific and development activity, the introduced new technology and product, the introduced developments with the "Q" and "I" evaluations, the relative share of introduced developments and so forth;

2. For public health institutions--the number of persons served, the number of hospital beds, and so forth;

3. For institutions of learning--the number of classes, the number of groups, the number of students, and so forth;

4. For the cultural institutions (libraries, museums, art galleries)--the book holdings, the number of books checked out, the number of exhibits, the number of visitors, and so forth.

(2) The standards and indicators for categorizing the organizations involved in scientific services and introduction and the institutions, organizations and their divisions in the nonproduction sphere are to be approved by the chairman of the Committee on Labor and Wages with the approval of the CCBTU, upon the proposal of the appropriate ministry or other department.

Article 9. The chairman of the Committee on Labor and Wages and the chairman of the State Planning Committee, with the agreement of the CCBTU, prior to 30 April 1977 are to approve the Ordinance for the Categorizing of Socialist Organizations and the standards and indicators for the categorizing.

Article 10. The individual wages and salaries and the category supplements are the basis for determining the amounts of additional remuneration, compensation, and so forth.

Article 11. The individual gross wage of the employees is to be formed within the limits of the funds available for:

1. Current remuneration for the fulfillment of the assigned tasks in accord with the results for the quantitative and qualitative indicators according to which the labor of the employees is paid for, including the category supplements;
2. Additional remuneration under the Labor Code and other enforceable enactments, such as: remuneration for adverse and other specific working conditions, for regular and extended continuous work, and so forth;
3. Specific awards for the employees for the fulfillment of specifically assigned important tasks;
4. Personal awards for a special contribution to the achieving of the best world achievements in the corresponding area.

Article 12. (1) The formation of the individual gross wages of the employees is to be made dependent upon the achieved results for the quantitative and qualitative indicators and which these indicators directly effect: quantity, quality and assortment of the product in physical units, labor productivity, the use of machinery and equipment, the savings of raw products, materials, electric power and fuel, the observance of the established production methods and so forth, as well as upon the working conditions.

(2) In the formation of the individual gross wage of the employees, the product in physical units must without fail be planned and accounted for on the basis of a normed plan quota, a job sheet, the tending of multiple machines, the use of personal plans for raising labor productivity, the establishing of a brigade operating on economic accountability, and so forth.

(3) According to the specific features of the individual sectors, the individual gross wages of the employees in them are to be made dependent upon the results achieved predominantly for the quality indicators, conditions and tasks, such as:

1. For construction--a rise in labor productivity, the completion of projects on time, ahead of time, and with high quality, the fuller utilization of construction mechanization, the shift factor, the savings of materials, and so forth;
2. For agriculture--a rise in labor productivity, an increase in the productivity of agricultural animals and land, the carrying out of agrotechnical and zootechnical measures efficiently, on time and promptly, the fulfilling of the tasks related to the quality and quantity of agricultural product, a reduction in expenditures per unit of product, efficient use of agricultural equipment, and so forth;

3. For transportation--a rise in labor productivity, the efficient execution of operations and more specifically: the observance of schedules, trouble-free and safe traffic, the maintaining of the means of transport in proper technical order, the safeguarding of freight, the effective use of the means of transport, the fulfillment of the quotas for the volume of transport activities, and so forth;

4. For trade--a rise in the level of services, the use of progressive forms of services, the providing of a high-quality and diverse assortment of goods, the presence of an obligatory minimum assortment of goods, and so forth;

5. For design activities--the disclosure and realization of possibilities for improving the quality of designs by the prompt incorporation in them of recent achievements in technical progress, the observance or reducing of the time for submitting completed plans which provide a high technical level for the future product, and so forth.

(4) The quality of the product or of the performed work and services, as envisaged in the plan by a specific measurement for the appropriate sector, is an obligatory condition for receiving the full amount of the individual gross wage of the employees.

(5) The gross wages of foremen (group, shift, section and others), and the section chiefs, the shift chiefs in the shops and other similar positions in the individual sectors and activities, including the cooperative farm members, are to be determined according to the procedure established for regular workers.

Article 13. (1) The formation of the individual gross wages of white collar personnel is to be dependent upon the efficiency of the production and economic activities in the complexes, ministries and other departments, the economic organizations, divisions and units which they lead or serve.

(2) The individual gross wages of leaders and specialists are to be increased or reduced, depending upon:

1. The elaboration and execution of measures providing an optimum concentration and specialization of production, the correct ranking of activities, the accelerated development of standardization for products and production methods and the realized multiplier effect from this;

2. The elaboration and introduction of new production methods and articles;

3. The fulfillment of the plan quotas for improving product quality;

4. The replacement of products and the diversification of the assortment of articles and services;

5. The prompt and early completion of the general and individual construction projects;

- 
6. The prompt completion and rapid reaching of full capacity;
  7. Better utilization of equipment by improving the shift and working time coefficient;
  8. The fulfillment of contractual obligations to other complexes, economic organizations and divisions, and particularly for cooperative [subcontracting] deliveries.

(3) The indicators for the formation of individual gross wages are to be set on a differentiated basis according to managerial blocks such as leadership, development, executing, inspection and servicing, as well as in terms of the categories of white collar personnel such as leaders, specialists from different specialties, depending upon to what degree they can influence, through the functions performed by them, a multiplying or reduction in efficiency, as well as an improvement or deterioration of the quality of work.

(4) On the basis of differentially selected indicators for the blocks and categories of white collar personnel, a comprehensive evaluation is provided for the collective and personal contribution to the obtained positive or negative results from the appropriate activity, and the specific amount of the individual gross wages is determined.

Article 14. (1) The individual gross wages of white collar personnel from individual managerial units are to be made dependent upon the achieved results using the following criteria and quotas:

1. From the leadership block--a rise in the efficiency of economic activities in the system and an improvement in quality as obtained as a result of the ranking, concentration and specialization of production, the accelerated introduction of scientific and technical achievements, and so forth;

2. For the development block--the amount of disclosed and proven reserves for working out an efficient plan for the activities of the appropriate system, the elaborated and introduced programs for new modern and highly efficient articles and production methods, as well as other measures for improving production efficiency and bettering product quality, the elaboration of plans and measures for the replacing of products, and so forth. In accord with the character of the functions performed, the criteria and indicators are to be differentiated;

- a) For white collar personnel employed in the collecting of information--the collecting, generalizing and prompt providing of accurate and complete economic, scientific-technical and other information;
- b) For white collar personnel working with forecasts, overall concepts, long-range programs and long-range plans--the prompt and high-quality elaboration of recommendations, general concepts, long-range plans and the strategy for the development of the system;

- c) For white collar personnel working with control figures and compiling a plan--the high-quality elaboration of the draft control figures, the compiling of a mobilizing and coordinated plan, the disclosure and mobilizing of additional reserves in the process of carrying out the plan;
- d) For white collar personnel employed in organizations involved in scientific services and introduction--the creation of a high level and prompt introduction of scientific and applied scientific developments for new types of production, automation devices, automated control systems, new and improved articles, production methods, processes, machines, devices, equipment, varietal plants and purebreed animals, for the integrated use of raw products and materials, for the modernization and reconstruction of existing production capacity, for improving the organization of production, labor and management, for protecting the environment, and so forth;
- e) For designers who create design decisions--the prompt elaboration of high-quality designs which embody the highest achievements of technical progress in the corresponding area;
- f) For white collar personnel involved in the designing and modeling of new types of products and in introducing scientific and technical achievements into production--the prompt development of new designs and production methods on a high technical and economic level, the rapid introduction of scientific and scientific-technical achievements by utilizing finished foreign and Bulgarian designs, decisions, licenses, "know-how," and so forth;

3. For the executing block--the fulfillment and overfulfillment of the plan in terms of the qualitative and quantitative indicators, the effective use of material, labor, financial and foreign exchange resources and capital investments, as well as the use of the disclosed, additional reserves in comparison with the proposals of the developing block, the accelerated introduction of new technologies and products, the accelerated reaching of full capacity, raising the degree of equipment use, renewing and diversifying the product, and so forth. These indicators and criteria are to be concretized according to the character of the assigned tasks of the individual units and white collar personnel, as follows:

- a) For white collar personnel working on tasks related to day-to-day design, engineering and production activities--the creation of conditions for rapidly incorporating new designs, production methods and capacity, for observing production discipline in production, introducing a modern organization of production and labor, the elaboration and introduction of measures to improve the produced articles and employed production methods, and so forth;
- b) For white collar personnel working on tasks related to day-to-day planning and dispatching of production--the prompt elaboration of operational and calendar plans and schedules, the unswerving observance of the course of fulfilling the production programs and other tasks, the undertaking of rapid and effective measures to overcome disruptions in the course of production, the

steady fulfillment of the production programs as related to the schedule plans, the fulfillment of contractual obligations for delivering the appropriate products to other organizations and divisions, and so forth;

c) For white collar personnel employed in providing resources for production and other activities--the prompt providing and most efficient use of the appropriate resources including raw products and materials, the labor force, money, and so forth.

4. From the inspection block--the overall results in the work of the other blocks according to the criteria and indicators determined for them, the effect from the promptly discovered failings in the activities of the other blocks and the lower managerial levels, the help provided, and so forth. In assessing the work of the inspection block, consideration is also given to the opinion of the consumers of the produced articles, the performed work, and so forth;

5. For the servicing block--the high-quality administrative and technical servicing of the other blocks in the system and the creation of conditions for their normal functioning. The personnel of this block, in fulfilling the tasks entrusted to them, is to be paid the full salaries and wages, and after the end of the year, in accord with the end results of the activities of the system and the personal contribution of the individual white collar personnel to carrying out definite tasks, may also be paid one-shot awards.

(2) For specialists of the servicing block engaged in legal services of the socialist organizations and who by their activities influence the efficiency of work in the other blocks, their individual gross wages can be formed according to the procedure established for the corresponding other block.

Article 15. (1) The individual gross wage will also encourage the creation of the necessary backlog of scientific developments and design solutions for introduction in following periods, as well as the elaboration of specific programs for improving equipment, production methods, the organization of production, labor and management. In this regard and for solving other, particularly important and urgent tasks, the leaders of the ministries, the other departments, the executive committees of the okrug people's councils and the economic organizations can create temporary collectives or "pulsing teams" of leaders and specialists.

(2) For the participants in the temporary collectives for "pulsing teams" set up to solve particularly important and urgent tasks, depending upon their importance, the urgency of fulfillment and other criteria relating to the completion of the task, higher salaries may be set than those established for the held position, or after the completion of the task, they may be paid specific rewards in an amount set ahead of time.

Article 16. (1) In order to encourage a reduction in the number of personnel, in comparison with the approved limits, the savings realized from this in the wage fund can be used to increase the individual gross wages of the workers,

leaders and specialists who have directly contributed to this reduction or who have taken over the job of the released personnel.

(2) In the aim of improving the use of working time, the combining of jobs and interchangeability between workers in the process of work are to be encouraged by a corresponding increase in the individual gross wage. Hourly wages are to be widely employed for employees during additional work in divisions where they are permanently employed, as well as in other divisions for a certain time or for performing a certain job.

(3) In order to more efficiently utilize the labor of the employees which, in addition to their permanent job, work at another organization or institution, their payment is to be carried out according to the actually performed work, that is, the produced product, the rendered service, the given lectures, scientific development, and so forth.

Article 17. (1) During the period of the standard time for incorporating new articles and production methods, for putting into operation new or reconstructed and modernized production capacity, as well as equipment related to the conservation of nature, the employees engaged in this development are to be provided at least with the planned gross wage, under the condition that they fulfill the stipulated development tasks.

(2) With the early reaching of designed capacity, the individual gross wage can be increased within the amount of the prescribed portion of the realized savings in the wage fund envisaged for the development of new capacity or at reconstructed and modernized production capacity. The increase is to be paid until the end of the standard period, if production is maintained at least on the level of the designed capacity or the required planned quotas are fulfilled.

Article 18. The funds earmarked for the wages of personnel transferred for temporary work involving reconstruction, modernization or expansion by the direct labor method are to remain completely at the disposal of the division, under the condition that the tasks are carried out in terms of quality, and the material expenditures have not been exceeded.

Article 19. (1) The individual gross wages of the employees are to be paid:

1. With the fulfillment and overfulfillment of the qualitative and quantitative indicators, in the full or correspondingly increased amount, depending upon the contribution to achieving efficiency and improving quality;

2. With the nonfulfillment of the qualitative and quantitative indicators due to reasons which depend upon the corresponding employee--in accord with the results of fulfillment. When the nonfulfillment of the quantitative and qualitative indicators is due to factors which do not depend upon the employee, the provisions of the Labor Code and other enforceable enactments are to be applied.

(2) With the nonfulfillment of the planned level of the shift coefficient, the gross wages of the leaders of the economic organizations, divisions and units are to be reduced proportionately to the nonfulfillment.

Article 20. To encourage the elaboration and introduction of unique decisions in the corresponding area, for attaining the best world achievements in terms of the technical level and the quality of the product or performed job, and for realizing an exceptionally high degree of a multiplier effect, personal awards are to be paid from the money envisaged in the wage fund, as well as from the realized economic effect, or from other additional money provided in the appropriate enforceable enactments.

Article 21. (1) The individual gross wages of manual workers are to be paid monthly, but when the nature of production or the job does not allow this, payments are made quarterly or annually with a monthly advance up to the amount of the calculated wage determined on the basis of the results for the quantitative and qualitative indicators and the additional remuneration under the Labor Code and the other enforceable enactments.

(2) The individual gross wages of white collar personnel are paid annually or quarterly, and as an exception, monthly, with a monthly advance up to the amount of the calculated wage, on the basis of the fulfillment of certain indicators by internal rules and the additional remuneration under the Labor Code and other enforceable enactments.

(3) With the monthly and quarterly payment of wages, a portion of the individual gross wages of the employees can be set aside and paid at the end of the year depending upon the annual results, in an amount stipulated by the internal rules.

(4) The personnel of the agroindustrial and industrial-agrarian complexes is to be paid a monthly advance amounting to 80 percent of the earnings for the actually performed work, according to the approved standards, rates, salaries, and so forth.

Article 22. (1) Additional remuneration for adverse and other specific working conditions is to be paid on the basis of a unified system which would aim at providing an economic incentive for the correct distribution, allocation and stabilization of the labor force and provide its normal reproduction, when the labor force is employed under heavy or harmful conditions.

(2) The amount of additional remuneration is to be determined according to the specific conditions in a percent of the wages and salaries or in an absolute amount, and is to be differentiated according to where the work is done, that is, underground, in the air, underwater, in an ionizing, silicosis-prone or toxic medium, and so forth.

(3) Additional remuneration for adverse and other specific working conditions and the other additional remuneration under the Labor Code and other enforceable enactments are to be paid fully, independently of the fulfillment of

the quantitative and qualitative indicators, the overexpenditure of the wage fund, and so forth.

(4) An Ordinance for Additional Remuneration for Adverse and Other Specific Working Conditions is to be approved.

Article 23. (1) A unified system of additional labor remuneration is to be created, and the material incentives are to be improved for the employees for regular and extended uninterrupted employment at the same enterprise, for strengthening labor discipline and limiting personnel turnover.

(2) The amount of additional labor remuneration is to be differentiated in accord with the scarcity of manpower, the severity and importance of production (activity) in three groups, as follows:

Duration of continuous employment (years)	Amount of remuneration, in % of wage or salary for:		
	Group I	Group II	Group III
from 1 to 3	6	--	--
from 3 to 5	12	5	--
from 5 to 10	18	8	3
from 10 to 15	24	12	6
from 15 to 30	36	16	9
over 20	36	20	12

(3) The first group includes: underground workers in mines, geological prospecting, mine, hydraulic engineering, tunnel and specialized construction, divers and workers on Mount Botev.

(4) The second group is to include workers in the following: construction-installation work, construction ceramics, cement and asbestos-cement production, lumbering, electric production, supply and repairs, cargo working in ports; switchmen, shunters and brakemen in rail transport; for routine maintenance of the railroad track; workers in agricultural repair shops; shepherds in agriculture; the personnel of the Devnya SKhK [Chemical Combine] on the territory of the towns of Devnya and Provadiya, and in the production areas of the Sofia Elkhim Factory, the employees of the Svishtov Sviloza SKhK; above-ground workers, engineers, technicians and white collar personnel in mining, in mine, tunnel, hydraulic engineering and specialized construction, geological prospecting, oil and gas production, salt mining, and metallurgy; workers and immediate leaders in the mining and processing of rock facing materials, in incinerators, weaving and spinning shops, not including those in local and cooperative industry, workers at radio-relay and television installations under alpine conditions over 1500 meters above sea level; workers in the heavy chemical industry (coke by-product, petrochemistry and oil refining, and the production of fertilizers, soda, carbide, chlorine and chlorine products, motor vehicle tires, chemical fibers and pulp).

(5) The third group is to include manual and white collar personnel not included in the first and second groups. For the workers in this group with continuous employment over 3 years, the additional remuneration is to be paid at the amount stipulated for the interval from 5 to 10 years.

(6) A manual or white collar worker who has been the subject of disciplinary action or has been absent without valid cause, in accord with the gravity of the punishment or the length of absence, is to receive additional remuneration for the month (period) in a reduced amount, or is to be completely deprived of it under the conditions of the Labor Code and the other enforceable enactments.

(7) Additional remuneration is not to be paid for a month (period) during which the manual or white collar personnel was discharged for disciplinary reasons, quit, or his labor contract was canceled by him with unilateral notification according to Article 29, Letter "d" of the Labor Code. In these instances, his length of employment is stopped and his right to receive additional remuneration for 3 years. The right is restored under the conditions and the procedure established by the Labor Code. When a worker transfers on the job to a group with equal or heavier working conditions (from II to I, or respectively, from III to II or I), as well as in instances when a white collar worker has begun to work as a manual worker in production, operations or services, the right to receive additional remuneration is not halted.

(8) Additional remuneration for regular or extended continuous work is paid monthly. In the opinion of the appropriate ministry, other department or the executive committee of the ONS [okrug people's council], with the approval of the appropriate trade union body, payment can be made quarterly or annually.

(9) Employees who prior to the application of the Unified Wage Scale and the Unified Salary Table had received additional remuneration for regular and extended uninterrupted employment (the length of employment) in higher amounts are to continue to receive such remuneration in leva, while they hold an equal or higher position, and respectively, category, at the same organization, institution or their division or unit, as well as when they transfer to work elsewhere without an interruption in their length of employment.

Article 24. In order to provide greater incentives for nighttime work, for regular nighttime labor during shifts which are recognized according to the Labor Code as night shifts, the workers and their immediate leaders in industry, construction, transport and communications which operate under three- or four-shift conditions or during just the night shift for an entire month, with a work week of 5 days and 42.5 hours, as of 1 March 1977, are to be paid additional labor remuneration amounting to 81.5 percent over the daytime hourly rate, correspondingly recalculated for other working time conditions.

Article 25. (1) To strengthen the material responsibility of the leaders, specialists, other white collar personnel and workers for damage caused by them in performing the work assigned to them and as a result of unfulfilled quotas and obligations.

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(2) Employees are not to be held personally materially responsible for damage and losses caused by the incorrect or delayed solving of questions related to working conditions by the appropriate leadership, as well as in other instances of factors not dependent upon them.

(3) With the nonfulfillment of contractual obligations for cooperative deliveries and for spare parts, the negligent party is to bear full responsibility for the damage and losses caused along the entire chain of the given production. The penalties, fines, indemnities and so forth paid in this regard for damage and losses caused without fail are to be brought to the guilty employees using the mechanism of internal economic accountability, in accord with the degree of their responsibility.

(4) With the nonfulfillment of contracts for cooperative deliveries and for spare parts, the wages due to the leaders are to be blocked by the banks until the final fulfillment of the obligations. This provision is to come into effect on 1 February 1977.

## Section II. The Formation and Regulation of the Wage Fund

Article 26. The wage fund on all managerial levels is to be formed on a normed basis, depending upon the volume, quality and efficiency of production and economic activities or performed work.

Article 27. (1) For a system of an economic complex and an economic organization as a whole, the wage fund is to be made directly dependent upon the fulfillment of social labor productivity. The amount of authorized money is established on the basis of the number of entire personnel and the planned average gross wage per person, corrected according to the fulfillment of the planned social labor productivity. Social labor productivity is measured by net product per person of the entire personnel on the basis of the sold and paid-for product.

(2) In the planning and regulation of average wages:

1. A higher average gross wage is provided for the personnel of the basic strategic levels;

2. The average gross wage of all levels of management is set depending upon the tautness of the plan quotas.

(3) The planned average gross wage is to be increased for each percentage of a rise in the planned social labor productivity using a rate approved by the plan, and it is to be proportionately reduced with nonfulfillment.

(4) With above-planned production of scarce products provided with a contract and sales, the State Planning Committee appropriately increases the standards approved by the plan for correcting average gross wages in each specific instance.

(5) The formation and regulation of the wage fund for certain specific activities can be carried out by other methods with the permission of the State Planning Committee, the Ministry of Finances and the Committee on Labor and Wages.

(6) For the personnel of the central administration of a ministry or economic organization, the wage fund is formed under the procedure of paragraphs 1 and 3, with the planned average gross wage being corrected according to the fulfillment of the planned social labor productivity for the complex or for the economic organization as a whole.

(7) The authorized wage fund of the personnel under the preceding paragraph is to be determined on the basis of the limits approved by the superior body for the size and average gross wages for this category of personnel or as a previously set limit.

(8) The wage fund authorized for current remuneration of administrative and managerial personnel as well as scientific-engineering and designing personnel also includes the total of the category supplements.

Article 28. (1) In the divisions and units and in their shops, sections and in economic organizations without a separate administration, the wage fund is directly dependent upon the quantity of produced or sold product and upon the performed work, upon the quality and efficient use of the material and labor resources.

(2) The amount of the authorized funds is set on the basis of the previously established rates for wage expenditures per unit of article, group of articles, types of work, and so forth. The authorized funds may be increased by a portion of the above-planned economic effect from improving quality and from the effective use of the material resources, and are to be reduced with a worsening of effectiveness.

(3) The ministries, other departments and executive committees of the ONS may employ other methods of forming the wage fund in the divisions, units, shops, sections and so forth, and in economic organizations without a separate administration, when this is required by the character and specific conditions of the work.

(4) The Committee on Labor and Wages is to supervise the application of the methods of forming the wage fund in the economic organizations and their divisions and units. When it establishes that the employed methods do not conform to the character of work or do not create incentives for the fulfillment of the plan and for raising quality and efficiency, it halts their application and demands that the appropriate changes be carried out.

Article 29. When the divisions, economic organizations and economic complexes have discovered additional opportunities for the early fulfillment of the plan, and assume an increase in the quotas previously approved by the five-year plan, the funds authorized under the plan for wages are to be increased according to the increase in the plan of social labor productivity.

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Article 30. With the overexpenditure of raw products and materials, the authorized wage fund for the unit, division, economic organization and economic complex is to be reduced by the entire value of the overexpenditure.

Article 31. (1) To strengthen the incentives and responsibility for the complete fulfillment and overfulfillment of the plan, with the money authorized by the report for the wage fund and calculated by procedures approved for the individual management levels is to be additionally corrected depending upon the fulfillment of the quotas for the most important and crucial plan indicators, including: the quotas for the introduction of scientific and technical achievements (specifically set tasks for improving product quality, for introducing new production methods and articles, and for reducing the material intensiveness of the articles); profitability; the putting of new capacity into operation; the achieving of the technical and economic indicators of the new capacity; the foreign exchange balance or foreign exchange earnings; the return on exports; the quotas for exports in physical units; the work shift factor; product quality; material intensiveness; labor intensiveness; the fulfillment of contractual obligations and other specific indicators or quotas.

(2) The correction is made with a comprehensive coefficient which reflects the significance of the individual indicators for the effective fulfillment of the production and economic activities.

(3) The specific indicators and their relative weight in the comprehensive coefficient of the economic complexes, ministries and other departments are set by the plan under the proposal of the State Planning Committee, the Ministry of Finances and the Committee on Labor and Wages, and for the economic organizations, divisions and units, by the appropriate superior body.

(4) For the individual management levels and for the various economic complexes, economic organizations, divisions and units, indicators are to be selected and relative weights are to be approved for the individual indicators in the comprehensive evaluation, and these are to reflect most correctly the strategic tasks and their significance for the socioeconomic development of the country.

(5) The fulfillment of the obligatory quotas for the introduction of scientific and technical achievements (specifically approved quotas for improving the quality of the product and the services, for the introduction of new production methods and articles, and for reducing material intensiveness of the articles) and contractual obligations is to be taken into account without fail with the additional correcting of the wage fund, and is to be included in the comprehensive coefficient with a higher relative weight. Responsibility is to be particularly strengthened for the fulfillment of obligations related to cooperative deliveries, and in this manner, by the organization of wages, an economic constraint is created for correctly ranking production and achieving a maximum multiplier effect.

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(6) In evaluating the results of economic activities and in regulating the authorized money for wages, the fulfillment of the specifically approved quotas for raising the quality of the products and the services, for introducing new production methods and articles, for reducing material intensive-ness of the articles and the required plan quotas for net product (profit) is to be accounted for in a running total from the start of the five-year plan.

Article 32. (1) The authorized money for the wage fund is collected and accounted for on a separate fund account according to the procedure established for cash funds, and is distributed according to the standards approved by the ordinances for the organization of wages for the following:

1. Current remuneration of employees, including the category supplements of the leading personnel and specialists, additional payments under the Labor Code and other enforceable enactments;
2. Specific awards for the fulfillment of important production, economic and other quotas;
3. Personal awards for the introduction of scientific and technical developments and for attaining the best world achievements in the appropriate area;
4. The wage reserve.

(2) In the economic ministries and the economic organizations, a reserve wage fund is to be created. The money of this fund is to be deducted from profits in the amount of the positive difference between the authorized and actually paid money for wages for the economic complex or economic organization as a whole, and is to be used to cover the shortage of the wage fund in the appropriate system. The unspent money in this fund at the end of the current period is transferred to subsequent periods.

(3) The establishing of the authorized money for the wage fund is done on a monthly basis in a running total from the start of the year.

Article 33. (1) The money for individual wages of the employees in the divisions and units and in the economic organizations without a separate administration (without the category supplements and the remuneration under the Labor Code and other enforceable enactments) is distributed between their component units, that is, plants, factories, shops, sections, and so forth, on the basis of the work performed or the services provided and the results achieved according to the technical and economic indicators as shown in the reports instituted by the organizing of internal economic accountability.

(2) With the organizing of internal economic accountability, there is a precise and complete measurement of the quantity, quality and efficiency of performed production and economic activities.

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(3) With the internal allocation of the authorized money for wages, the managerial personnel of the appropriate structural division is viewed as a separate component unit.

Article 34. For the personnel of the central administrations of the ministries, the leading economic complexes and the economic organizations with a separate administration, the authorized wage fund, in accord with the fulfillment of the plan for social labor productivity:

1. Is corrected by a coefficient for the comprehensive fulfillment of the plan for the complex or organization as a whole;
2. Is reduced by the portion of losses and harm which the managerial personnel directly caused to the complex, or respectively the economic organization, and including the portion from the manpower shortage in their structural divisions, according to their responsibility. The amount of this reduction is determined with the organizing of internal economic accountability.

Article 35. With the nonfulfillment of specific plan quotas for the introduction of scientific and technical achievements according to the approved programs for the individual managerial levels, the authorized money of the wage fund for the appropriate units and officials, and inclusively from the developments blocks and the organizations for scientific services and introduction, is to be reduced according to the degree of nonfulfillment.

Article 36. (1) When the authorized money in the wage fund for individual wages is more than the amount of the wages paid, the difference is set aside and is paid out at the end of the year, depending upon the fulfillment and overfulfillment of the annual plan quotas for the basic indicators and upon the observance of labor discipline.

(2) When the amount of the paid wages for the individual managerial levels is greater than the authorized money of the wage fund for an individual month, the wages of the employees are paid in a reduced amount within the limits of the available money. The reduction is made on a differentiated basis according to the specific responsibility of the individual employees.

(3) With a shortage of money for the wage fund, the leadership of the appropriate managerial level is considered directly responsible, and its wages are reduced proportionately to the shortage.

(4) When individual employees commit poor quality execution of their duties and cause losses and harm, the appropriate leaders are to take prompt measures to eliminate the causes, including by improving the organization of the work, raising skills, shifting employees, removing from office, and so forth.

(5) With a shortage of money for the wage fund, the authorized remuneration for individual employees who are not to blame for the factors which caused the overexpenditure cannot be reduced and is to be paid fully.

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(6) When the shortage of money for the wage fund is due to factors that do not depend upon the appropriate structural division, the money of the fund can be supplemented by the wage reserve, and respectively by the reserve wage fund, of the economic complex or the economic organization, or from a bank loan.

(7) With the overexpenditure of raw products and materials, with losses from a deterioration of quality, penalties and compensation for losses and damage due to the nonfulfillment of contractual obligations, losses from the complaints about poor-quality product and services, and in other instances of damage and losses, the losses suffered without fail through the mechanism of internal economic accountability are to be brought to the structural divisions which are directly to blame.

Article 37. In the functional and noneconomic ministries and other departments, in the people's councils, and in the budget-supported organizations and units, the wage fund is set by a limit based upon the planned total number of personnel and the average gross wages per person. The money under the limit is reduced up to 20 percent with the nonfulfillment or with the poor fulfillment of the quotas assigned to them, with inactivity or the delayed solving of the questions confronting them with ensuing losses for the national economy, and with other shortcomings in their work. The reducing of the limit is made by the Council of Ministers, and for their budget-supported structural divisions, by the leader of the superior body. In terms of the guilty parties, the reduction in wages is carried out according to the general procedure.

### Section III. Conditions for Applying the New Organization of Wages

Article 38. The new organization of wages is to be applied in all sectors and activities of the national economy.

Article 39. The Unified Wage Scale, the Unified Salary Table, the Ordinance for Additional Remuneration for Adverse and Other Specific Working Conditions and the additional remuneration for regular and extended uninterrupted employment are to be applied with the evidenced readiness of the economic complexes, ministries, other departments and their structural divisions. Readiness is judged from the following criteria:

1. A complex of measures has been worked out for fulfilling the programs to improve product quality, for introducing scientific and technical achievements into production and for saving raw products, materials, fuel and energy, and providing for the overfulfillment of the basic quality indicators of the plan, that is, costs, return from exports, and so forth;

2. The standards for the expenditure of labor have been brought into conformity with the planned reduction in labor intensiveness and the other economic, organizational and technical work conditions. Standard plan quotas and other progressive forms for the organization of labor and wages have been worked out and introduced with approved plan indicators for efficiency and quality. Technical norming has been widely applied as the basis of the normed plan quotas;

3. In setting the consumption standards for labor and material, a reduction has been provided in comparison with the ones calculated in the plan and used in price formation;

4. The requirements have been observed for profitability in setting the internal calculated prices for the various levels and the program for revising wholesale prices;

5. The management structures have been improved and the administrative-managerial personnel has been reduced on the basis of the approved dynamic standards. There has been an evaluation, recruitment and reallocation of the leading and executing personnel in accord with the general schemes of production concentration and specialization and improving management;

6. Wage-skill manuals and job descriptions have been approved. In accord with them, categories are set for the manual workers, the white collar personnel are certified, and on this basis their individual wages and salaries are set;

7. There has not been an unjustified reduction in the wages of employees as a result of the application of the Unified Wage Scale and the Unified Salary Table;

8. The necessary money has been provided for applying the Unified Wage Scale and the Unified Salary Table in observing the amount of money authorized by the plan for wages, in using the reserves disclosed in the counterplans.

Article 40. (1) The application of the Unified Wage Scale, the Unified Salary Table and the Ordinance Governing Additional Remuneration for Adverse and Other Specific Working Conditions in the system of economic complexes, ministries and other departments as a whole is carried out with the permission of the Bureau of the Council of Ministers. In applying for permission, a schedule is submitted along with measures and calculations showing the specific readiness to convert the individual economic organizations and divisions in sequence, if it is impossible to convert the system all at once. The decisions on the applications are handed down by the Committee for Labor and Wages and the CCBTU or their bodies (the okrug state labor inspectorates, the central committees of the appropriate trade unions or the okrug trade union councils).

(2) The Unified Salary Table is applied to white collar personnel of divisions, after the conditions and means have been provided for applying the Unified Wage Scale for manual workers.

(3) The Unified Salary Table is applied to white collar personnel of the administration of an economic organization, after the conditions and means have been provided for applying the Unified Wage Scale and the Unified Salary Table in all its divisions.

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(4) The Unified Salary Table is applied for white collar personnel of the administration of a ministry or other department, after the conditions and means have been provided and the application of the Unified Wage Scale and Unified Salary Table has been commenced in their subordinate structural divisions.

Article 41. The application of the Unified Wage Scale and Unified Salary Table in the nonproduction sphere, including in the functional and noneconomic ministries and other departments, is to be carried out gradually, with the permission of the Bureau of the Council of Ministers, depending upon the scope of their application in material production.

Article 42. (1) The introduction of the Unified Salary Table for white collar personnel is carried out gradually, and in the first year of its application there should be around 50-60 percent of the increase envisaged by the plan for average gross wages up to 1980.

(2) The increase in the first year is to cover predominantly the lowly-paid white collar personnel and the introduction of minimum (beginning) salaries for specialists with a higher, semihigher and secondary education.

Article 43. The necessary preparations are to be carried out for newly built capacity and for reconstructed and modernized enterprises and plants, and this will make it possible to apply the new wage conditions in putting them into operation.

Article 44. (1) For preparing for the introduction of the new wage conditions, the ministries, other departments and their structural divisions are to work out comprehensive programs.

(2) The elaboration of the programs is to be carried out with the broad participation of the labor collectives, in the aim of more fully disclosing and utilizing the reserves to improve efficiency and quality of the corresponding activities, by the following:

1. The concentration and specialization of production, the reconstruction and modernization of production capacity, improving equipment utilization;
2. Improving material and technical supply, transport, repair and other services for production;
3. The accelerated introduction of progressive production methods, scientific methods for standardizing the expenditures of labor and materials;
4. The study and mass introduction of Bulgarian and foreign progressive experience;
5. Improving the skills of personnel in accord with the requirements for the accelerated introduction of scientific and technical achievements and the fulfillment of the standards for the consumption of labor and materials in accord with the plan indicators;

6. Improving the efficiency of administrative, managerial and auxiliary labor, and reducing the number of persons employed in management and auxiliary activities;

7. The rational allocation and use of labor resources, increasing the use of working time of employees, and the strengthening of labor, production and engineering discipline.

#### Supplementary, Transitional and Concluding Provisions

§1. On the basis of this decree, the leaders of the complexes, ministries, other departments and executive committees of the ONS, with the agreement of the appropriate trade union bodies, prior to 1 March 1977 are to approve ordinances for the organizing of wages in their system, while the leaders of the economic organizations and their divisions are to establish the internal rules prior to 15 March.

§2. (1) The leaders of the complexes, of the ministries and other departments, of the economic organizations and their divisions are to provide direct leadership and control, and bear responsibility for implementing the measures related to the new wage conditions and their concretization, in accord with the specific conditions.

(2) With the failure to observe the conditions for applying the new organization of wages, the superior body is to temporarily halt its application in the corresponding structural divisions until the elimination of the committed deviations.

(3) At the end of a one-year period from the start of applying the new organization of wages, the leaders of the ministries and other departments are to inform the Bureau of the Council of Ministers of the results.

§3. (1) The chairman of the Committee for Labor and Wages, with the agreement of the CCBTU, is to provide instructions for settling questions arising over the application of the new decree.

(2) The organization of wages in certain specific activities, when necessary, can be carried out under conditions and by the procedure established by the ordinance issued by the chairman of the Committee for Labor and Wages with the approval of the CCBTU.

§4. (1) The chairman of the Committee for Labor and Wages, with the agreement of the CCBTU, is to approve ordinances:

1. For the conditions whereby additional remuneration is to be paid for regular and extended uninterrupted employment;

2. For encouraging the collection and delivery of used oils and the saving of fuel, tires and repair facilities in motor transport operations in all sectors of the national economy.

(2) The ordinances are to come into effect as of 1 July 1977, and are to be applied under the conditions defined by this decree.

§5. The Committee for Labor and Wages and the CCBTU are to control the work related to introducing the new organization of wages, and are to halt the application of individual decisions when they do not conform to the established procedure.

§6. (1) For violation of this decree and of the enforceable enactments approved by it, guilty parties are to be punished under Article 32 of the Law Governing Administrative Violations and Punishments.

(2) The violations are established by acts of the bodies of the Committee for Labor and Wages, the appropriate bodies of the Bulgarian trade unions, the labor bodies in the ministries and other departments, as well as by other organizations and bodies to whom such control is entrusted.

(3) The punitive decrees are to be issued, respectively, by the chairman of the Committee for Labor and Wages, by the ministers and leaders of other departments, by the chairmen of the executive committees of the ONS and the appropriate trade union bodies.

§7. This decree is to come into force as of 1 April 1977, not including Articles 6, 15, Paragraph 2, Article 22 and Article 23, the Unified Wage Scale and the Unified Salary Table, and is to replace all ordinances of the Council of Ministers relating to wages and additional remuneration of employees under labor law relations, and which are regulated by this decree or the enforceable enactments approved under it, in so far as it is not stated otherwise in their individual provisions.

§8. (1) Articles 6, 15, Paragraph 2, Articles 22 and 23, the Unified Wage Scale, the Unified Salary Table and the Ordinance Governing Additional Remuneration for Adverse and Other Specific Working Conditions are to come into force as of 1 July 1977.

(2) Article 6, Article 15, Paragraph 2, Article 22 and Article 23 and the Ordinance Governing Additional Remuneration for Adverse and Other Specific Working Conditions are to be applied to the appropriate system on the date of the application of the Unified Wage Scale and the Unified Salary Table.

(3) Until the date from which the application of the enforceable enactments under Paragraph 1 commences in the appropriate system, the corresponding enforceable enactments abrogated by §7 are to be applied.

(4) During the first quarter of 1977, manual workers are to be paid their labor remuneration according to the wage systems in effect prior to 1 January 1977, while white collar personnel are to be paid temporary labor remuneration.

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The improvement in the organization of wages and its application in the activities of the complexes, ministries, other departments, economic organizations, their divisions and in the labor collectives is an important direction in the socioeconomic policy of the BCP during the Seventh Five-Year Plan.

The exceptionally great economic, social, ideological and political significance of the work in the area of creating and introducing a new and highly efficient organization of wages requires the complete mobilization of the forces and the ability of the party, social, state and economic bodies and organizations in Bulgaria.

This requires that broad explanatory work be organized and carried out in all the bodies and organizations on all managerial levels showing the aims and tasks of the changes in the organization of wages, as well as the conditions and methods of applying the Decree of the BCP Central Committee, the Council of Ministers and the CCBTU and the other enforceable enactments related to its application.

The main purpose of the ideological and political work must be to create the conditions and atmosphere for the creative application of the approved enforceable enactments, in accord with the specific features of each activity, the organization of labor and production, and on all levels, from the economic organization to the individual work area. Each worker must be made aware of the new principles for the organization of wages, with the quotas set by the plan being linked with a system of incentives and responsibilities. Each person must understand clearly that the rise in wages can come about only through greater efficiency and quality in his activities and the activities of the entire collective.

The economic complexes, the ministries and the departments are to work out and approve comprehensive programs with measures for introducing the new organization of wages on all levels of management, including the central administration of the ministry and other department, in the economic organizations such as the trusts, the agroindustrial complexes, the enterprises, shops and sections. Organizational political measures must be an inseparable part of the specific programs of the economic complexes, the ministries and other departments, the economic organizations and their divisions and units. These measures must turn the introducing of the new wage conditions into a concern of the labor collectives.

The CCBTU together with the Komsomol Central Committee are to work out and approve a unified program for mass explanatory work related to the creation of the conditions and introduction of the new organization of wages. The trade union bodies are to pay particular attention to the questions of introducing progressive forms of wages, the broad application of technical norming, a rise in worker skills, and so forth. The administrative and economic leadership, together with the trade union leadership, is responsible for the preparation, introduction and results of the new organization of wages.

The okrug BCP committees are to organize, coordinate and supervise the ubiquitous explanation of the new requirements concerning the organization of wages at the organizations and enterprises, in providing extensive political work in the primary party organizations and the vanguard role of the communists, and in holding open party meetings in all labor collectives. Individual political work is to be carried out widely. For raising its effectiveness, the leaders of the ministries, other departments, executive committees of the ONS, the economic organizations, institutions and their divisions, with the agreement of the appropriate trade union bodies, are to organize on a volunteer basis permanent consultation for workers on the new wage conditions.

In conducting the political explanatory work, particular attention is to be paid to the new features in the organization of labor and wages, the advantages which the new wage system provides, the method of forming individual gross wages, the introduction of normed plan quotas, brigade economic accountability, and other progressive forms of wages by which the standards and limits for the expenditure of labor and wages are to be brought in accord with the quotas set by the plan. This must be one of the main criteria for assessing the political explanatory work carried out.

The application of the new organization of wages is to be more closely tied to developing the socialist competition for raising efficiency and quality, on the basis of the demand of providing a maximum effect in the work of the following production units and enterprises.

The Propaganda and Agitation Department Under the BCP Central Committee and the mass media during the entire period of preparing for and introducing the new organization of wages are to carry out extensive explanatory work, and are to thoroughly depict the basic aspects in the organization of wages during the years of the five-year plan, as well as the results and expected difficulties in its application.

The BCP Central Committee, the Bulgarian Council of Ministers and the CCBTU are confident that the communists, the working class, the workers in the countryside, the people's intelligentsia, and the entire people will apply all their energies, creativity and skill to carrying out the new economic strategy of the party in improving the organization of wages.

First Secretary of the BCP Central Committee:  
T. Zhivkov  
Chairman of the Bulgarian Council of Ministers:  
St. Todorov  
Chairman of the CCBTU:  
M. Mishev

10272  
CSO: 2200

BULGARIA

ORDINANCE FOR ADDITIONAL REWARDS FOR JOBS PERFORMED UNDER ADVERSE CONDITIONS

Sofia DURZHAVEN VESTNIK in Bulgarian 8 Mar 77 pp 189-202

[Ordinance Governing Additional Labor Remuneration for Adverse and Other Specific Working Conditions]

[Text] Chapter One: Additional Remuneration for Work Under Adverse Conditions

Section I. Additional Remuneration for Flight Time by Crews of Civil Aircraft

Article 1. (1) A crew member of a civil aircraft is to be paid an additional remuneration of up to 4.20 leva for each flying hour within the limits of the annual maximum medical flying standard for the type of airplane (helicopter).

(2) When the flight is over the sea, ocean, a desert or under nighttime conditions, the additional remuneration under the preceding paragraph is to be increased by up to 40 percent.

(3) For leaders and specialists in the civil aviation system appointed to positions requiring a flying license, the additional remuneration determined for them under the preceding paragraphs for flight time during flights involving the performance of service duties corresponding to their position is paid in a double amount within the limits of up to 50 percent of the maximum annual medical flight standard for the type of aircraft (helicopter).

Section II. Additional Remuneration for Work Under Water

Article 2. (1) A diver or a participant in a diving crew, for each hour of underwater work within a limit up to 500 hours per calendar year, is paid additional remuneration up to 2.40 leva.

(2) When the diver or participant in a diving crew works under water using explosive materials, under nighttime conditions, with reduced visibility and so forth, the additional remuneration under the preceding paragraph is increased up to 60 percent.

### Section III. Additional Remuneration for Work at Sea

Article 3. For voyages on adverse lines and services and under difficult navigation conditions, the salaries and wages of the crew members of the merchant fleet and the oceanic fishing fleet are increased as follows:

- a) Up to 100 leva in ocean and sea voyages;
- b) Up to 20 leva in river voyages.

Article 4. For the time of the trip, under the conditions and in the region of the risk of war, each crew member of the ships of the merchant and oceanic fishing fleet is paid an additional monthly remuneration up to 100 leva.

### Section IV. Additional Remuneration for Work Under Ground

Article 5. For work under ground (in mines, tunnels, galleries and other underground installations), depending upon the character of the work performed, the underground conditions and the length of stay underground, the wages or salaries of the employees are to be increased by up to 40 leva, if provision is not made for this in determining their wages.

### Section V. Additional Remuneration for Work at a Great Heights

Article 6. (1) An additional monthly remuneration up to 40 rubles is to be paid to workers who work at great heights: above 40 meters in building cooling towers and above 50 meters on the above-ground plant and factory smoke stacks, water storage towers and so forth.

(2) An additional monthly remuneration up to 15 leva is paid to the site technical leaders who direct the construction of the projects indicated in Paragraph 1, for the time when the erected project exceeds a height of 100 meters.

Article 7. An additional monthly remuneration up to 40 leva is paid to the personnel working on radio and television towers with a height over 50 meters.

### Section VI. Additional Remuneration for Work Under Explosive and Inflammable Conditions

Article 8. For work involving explosive and inflammable conditions, an additional monthly remuneration is to be paid in the following amounts and instances:

1. Up to 40 leva for the personnel working in production entailing the output, processing or use of explosive or inflammable substances, fluids or combustible gases, in transporting gasoline and explosive cargo by vessel, repairing ammunition and explosive equipment, in deactivating ammunition, as well as on vessels located in an explosive area;

2. Up to 30 rubles for the personnel working in mines, installations and areas with methane gas and expansion, with fires or heavy floodability;
3. Up to 20 leva for workers employed at gas stations, in the storage and transporting of containers with "propane-butane" gas for household needs, as well as the personnel working at gasoline storage areas or participating in the transporting of explosive freight and gasoline products on land.

#### Section VII. Additional Remuneration for Work Under Harmful Working Conditions

Article 9. (1) An additional monthly remuneration up to 40 rubles is to be paid to employees who receive, mine, process, use, store, or transport radioactive substances or other sources of ionizing radiation, or employ them in industrial, technical, medical, scientific, agricultural, educational and other activities.

(2) An additional monthly remuneration up to 40 rubles is paid to employees who work in a silicosis-prone environment.

(3) The amount of additional remuneration under the preceding paragraphs may reach up to 60 rubles when there are combined conditions of ionizing radiation and silicosis danger in the work environment.

Article 10. (1) An additional monthly remuneration up to 30 rubles is paid for direct work under harmful production and other working conditions which have been defined and differentiated in terms of degree and character by the Ministry of Public Health, the Committee for Labor and Wages and the Central Council of Bulgarian Trade Unions [CCBTU], such as: the handling of lead, zinc, ferroalloys; nonferrous metals and so forth in metallurgical production; chlorine and chlorine derivatives, sulfuric and phosphoric acid and so forth in chemical production; degreasing with gasoline; work areas around presses in producing lumber and plywood; in producing glass wool, blown glass, and so forth; in the limy-water treatment of hard and face leathers; with a temperature above 40° C. or in refrigerators with a temperature below -3° C.; in the Black Sea salt works; in foundry work and in other production, activities and work areas.

(2) The specific amounts of remuneration under the preceding paragraph for the positions, professions and work areas are to be set by the appropriate ministries, departments and okrug people's councils [ONS] with the approval of the Committee for Labor and Wages and the CCBTU.

Article 11. Additional monthly remuneration up to 30 rubles is to be paid for work in the proximity of particularly dangerous infections, with direct contact with bacteriological, virological and other similar materials, with ultrashort and ultrasonic generators for medical purposes or for combatting hailstorms, under conditions of high-frequency electromagnetic fields, with the handling of chemical and bacteriological substances having a toxic or harmful action, the handling of cadaver material, in social welfare houses,

in cleaning out sewage installations, the handling of infected animals and materials in agricultural scientific institutes and organizations, in the state incinerators and in tending contaminated animals.

Article 12. (1) An additional monthly remuneration, differentiated according to the working conditions, up to 40 rubles is to be paid for work using machines, mechanized tools and devices such as pile drivers and ballast working machines, compressor guns, motor-driven saws and so forth, in the use of which the worker receives local or general vibration above the level of the maximum tolerable amount.

(2) The work areas which employ vibrating machines, tools and other means of labor, as well as the ranking of them in terms of the vibration level above the tolerable are to be determined by the bodies of the Ministry of Public Health and the CCBTU with the approval of the Committee for Labor and Wages.

#### Section VIII. Additional Remuneration for Work Under Repellent Conditions or Unattractive Work Areas

Article 13. For work under repellent conditions or at unattractive work areas, additional monthly remuneration is paid in the following amounts and cases:

1. Up to 25 leva for butchers, dressers [? "karaptadzhite"], workers involved in cleaning out pits, channels and other sort in slaughter houses and so forth; workers in fish processing in both sterile and nonsterile industrial production; workers employed in cleaning chimneys, in digging graves, carrying corpses, as well as persons carrying out the burial ritual;

2. Up to 15 leva for the drivers of special sewer-cleaning machines and the workers serving these machines; the drivers of ordinary and specialized trucks in maintaining the cleanliness of population points, and for the transporting of: garbage, food wastes, dung and cadavers; the cleaner-porters of housing (apartment houses) for removing garbage from the garbage chutes, pits or cans; persons who service and maintain cleanliness in public toilets as well as the persons who, in addition to their immediate job duties, are responsible for constantly maintaining cleanliness in the toilets of trade facilities, bus stations, railroad stations, sea (river) stations and airports;

3. Up to 20 leva for medical personnel employed in oncological institutions, and up to 30 leva for orderly personnel in the same institutions;

4. Up to 20 leva for orderly personnel in hospitals, not including those under Point 3.

#### Section IX. Additional Remuneration for Work in Remote Areas, in Regions Outside of Population Points or in Places With Harsher Living and Working Conditions

Article 14. (1) Additional monthly remuneration up to 60 leva, depending upon the time of work at the installation, is to be paid to employees engaged in building construction projects which are removed from population points or

are located in areas with harsher living or working conditions, and have particular significance for the national economy, or for balancing the raw material, energy, foreign exchange and other resources of the nation. For workers at these construction projects under underground conditions, the amount of this remuneration may reach 80 leva.

(2) The construction projects at which additional remuneration is to be paid under the preceding paragraph are determined annually by a list of the Council of Ministers upon the proposal of the State Planning Committee, the Committee for Labor and Wages and the Ministry of Finances with the approval of the CCBTU.

(3) The maximum amount of the additional remuneration under Paragraph 1, as differentiated for the individual projects included in the list under Paragraph 2 is to be determined annually by the State Planning Committee, the Committee for Labor and Wages and the Ministry of Finances with the approval of the CCBTU, upon proposal of the concerned investor departments within a one-month period after the approval of the Unified Plan for the Socioeconomic Development of the Nation.

(4) Additional remuneration under Paragraph 1 in the amount stipulated for construction workers is to be paid to the drivers of dump trucks from divisions of the Motor Transport SO [? Economic Trust] for the days when they work directly at the same construction projects.

(5) The additional remuneration under Paragraph 1 and Paragraph 4 is to be paid from the money provided for this purpose in the general estimate of the construction project only for the time within the standard period or the government-set period for building the project.

(6) The economic organizations which are building the projects included in the list under Paragraph 2 may pay travel money for one trip monthly from the project to the permanent residence or abode of workers brought in from other regions (construction and installation workers), group technical, technical and assistant technical leaders who do not receive full or partial compensation for travel expenses for traveling to and from the project and their permanent residence or abode.

(7) When the construction project included in the list under Paragraph 2 is outside a population point, the additional remuneration up to the amount envisaged for construction workers is to be paid to the personnel of the trade and service facilities at the construction project, but only for the time of its construction.

(8) Employees who are working on the Sestrimo--Belmeken Hydropower Project and other subprojects located at an elevation above 1400 meters above sea level, for the time when during the winter period they are transferred to work on other projects, receive one-half the amount of the additional remuneration under Paragraph 1, under the condition that they return to their previous subprojects.

Article 15. (1) Personnel which takes a direct part in the exploration, mining and processing of minerals under difficult geological mining and living conditions in the mining, mine-construction, oil- and gas-mining and geological prospecting divisions and their units is to be paid an additional monthly remuneration up to 60 leva depending upon the time worked under these conditions, and up to 80 leva for persons working underground.

(2) The personnel of the investor directorates (groups) of the construction projects under the divisions and units indicated in the preceding paragraph is to receive the same additional remuneration at the amount stipulated for the personnel of the division or unit which is in charge of the construction project.

(3) Persons who receive additional remuneration under the preceding paragraph at the same time may not receive business (per diem and room) expenses under the Ordinance Governing Official Missions of Employees and the additional remuneration under Article 14 of this ordinance.

Article 16. The personnel in hydroelectric plants, reservoirs, substations and pumping stations who work in areas distant from population points is to be paid an additional monthly remuneration up to 20 leva depending upon the remoteness of the region and the length of stay in the region.

Article 17. The workers (including the nighttime and shift tenders) in agricultural and forestry organizations which are engaged in the tending of sheep (goats) with offspring up to the weaning age, lambs, weaned lambs, kids, sheep (goats) for fattening, ewes (nanny-goats), rams (billy-goats) and sows with piglets up to the age of 2 months are to be paid an additional monthly remuneration up to 40 rubles, depending upon the distance to population points, the living conditions, the number and type of tended animals, and the time worked.

Article 18. (1) An additional monthly remuneration up to 40 rubles, depending upon the time worked at installations with harsher conditions, is to be paid to the leaders, accountants and equipment operators of reclamation teams (sections and brigades) under the machine-tractor and also the hydromeliorative stations which are distant from the permanent headquarters of the station.

(2) Persons who are paid additional remuneration under Paragraph 1 at the same time may not receive business (per diem and room) expenses, as well as additional remuneration for work under border, harsher domestic and other conditions of the same character.

Article 19. The drivers of emergency vehicles of the unified power system are to be paid an additional monthly remuneration up to 10 leva, depending upon the duration of time they have worked.

Article 20. The personnel of the radio and TV installations which are distant from population points and are part of the system of communications and transport is to be paid additional monthly remuneration up to 40 leva depending

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upon the remoteness of the installations to the population point and upon the length of stay of the personnel at the installations.

Article 21. Technical personnel which maintains outside installations in rural communications areas is to be paid an additional monthly remuneration up to 10 leva depending upon the length of time which has been worked.

Article 22. Mailmen who serve remote outlying regions or regions with difficult terrain are to be paid an additional monthly remuneration up to 10 leva depending upon the conditions and the length of time which has been worked.

Article 23. Personnel employed in distant facilities and in resort areas serving predominantly international and domestic tourism, as well as accommodations and lodges in the same areas is to be paid an additional monthly remuneration up to 10 leva depending upon the length of time which has been worked.

Article 24. The personnel involved in the maintaining and operating of water supply and sewage facilities outside of population points and water diversion canals, canals and water storage for the hydroelectirc plants, reservoirs and hydropower projects is to be paid an additional monthly remuneration up to 10 rubles, depending upon the length of time which has been worked.

Article 25. The personnel working at the National Rila Monastery Museum, in the Shipka-Buzludzha National Park and in the Magura Caves is to be paid additional monthly remuneration up to 30 rubles, depending upon the length of time which has been worked.

Article 26. The drivers of motor vehicles in international shipments are to be paid an additional remuneration up to 20 leva a month for the time which they travel outside the country, depending upon the intensive travel conditions or the poor terrain or climatic conditions.

Article 27. Pharmacists in the rural pharmacy network, as well as physicians and stomatologists working in villages which are not part of the area of an agroindustrial complex, an industrial-agrarian complex, a state farm or state forest are to be paid an additional remuneration of up to 15 leva, depending upon their length of employment in the countryside.

Article 28. The personnel working on state hunting farms is to be paid an additional monthly remuneration up to 30 leva, depending upon the remoteness of the farms from population points and upon the harsher living and working conditions.

Article 29. Employees who are engaged in lumbering projects with exceptionally harsh working conditions and in forestry establishments the headquarters of which are located in areas distant from population points are to be paid an additional monthly remuneration up to 25 leva, depending upon the working conditions, the distance from population points and upon the length of time which has been worked.

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Article 30. Wagon drivers in forestry establishments located in mountainous areas and who are employed in the household servicing of the projects are to be paid an additional monthly remuneration up to 15 leva, depending upon the road conditions and the length of time which has been worked.

Article 31. (1) Teachers and other pedagogical personnel in educational institutions in villages with harsher living conditions as defined by the executive committees of the ONS of Blagoevgrad, Burgas, Varna, Kurdzhali, Lovech, Pazardzhik, Razgrad, Siliстра, Sliven, Smolyan, Tolbukhin, Turgovishte, Khaskovo, Shumen and Yambol okrugs are to be paid an additional monthly remuneration up to 50 leva.

(2) The persons receiving the remuneration under Paragraph 1 may not simultaneously receive additional remuneration for work in a border region under Article 38 and also business expenses under Article 66 of this ordinance, unless it is better for them to receive this remuneration instead of that under Paragraph 1 of this article.

Article 32. An additional monthly remuneration up to 15 rubles is to be paid to the higher and semihigher (middle-level) medical personnel and physical therapy instructors at health institutions in population points with harsher living conditions, if they do not receive additional remuneration for these conditions, including Article 27 of this ordinance.

Article 33. Additional monthly remuneration up to 10 leva is to be paid to a physician or stomatologist who works in a health institution serving the workers at an enterprise located in a village or outside of a population point.

Article 34. (1) Additional daily remuneration from 1 lev to 3.50 lev is to be paid to pedagogical and medical personnel employed in country Pioneer and middle-school camps and summer holiday excursions for the students.

(2) The Committee for Labor and Wages and the CCBTU, upon the proposal of the Ministry of Public Education, are to differentiate the daily remuneration for the positions and the camps.

#### Section X. Additional Remuneration for Stabilizing the Labor Force in Organizations, Divisions, Units and Activities Which Are of Particular Significance for the National Economy

Article 35. For stabilizing the labor force in economic organizations, production divisions, units and activities of particular significance for the national economy, the employees of them are to be paid an additional monthly remuneration in the following amounts and instances:

1. Up to 60 leva for workers at the Mount Botev radio relay and TV station;
2. Up to 50 leva for persons hired and directly employed in building the Lozenets super luxury hotel in Sofia;

3. Up to 40 leva for the following:

- a) For the personnel at the Kremikovtsi MK [Metallurgical Combine], at the Lenin MK, Peshtoremonstroy [Furnace Repair and Construction], Metalurgremont [Metallurgical Repair] and the personnel in the administration of the Ferrous Metallurgy DSO [state economic trust], the Institute for Ferrous Metallurgy, the Base for the Introduction [of new technology] and the Scientific Production Laboratory for Electrothermy, the personnel of which works on the territory of the village of Botunets in Sofia Okrug, as well as the medical and other personnel of health institutions directly serving the workers of the Kremikovtsi MK;
- b) For workers, leaders and specialists of the shipbuilding and ship repair divisions, the shipbuilding DSO, the Institute for Shipbuilding, the Koraboinpeks [Ship Importing] DTP [State Trade Enterprise] and the Computer Center of the G. Dimitrov Shipyard in Varna;
- c) For highly skilled workers, leaders and specialists employed at the Maritsa-Iztok complex, including those on the personnel training staff at the Maritsa-Iztok TETs [thermal power plant], as well as in the offices of the DSK [? Housing Construction Combine] which serve the complex; at the Atomic Power Plant in Kozloduy and at the Energoremont [Power Repair] SO [? construction trust];
- d) For the personnel of the Devnya SKhK [chemical combine] employed on the territory of the town of Devnya and Provadiya, as well as the personnel working on production areas at the Sofia Elkhim factory;
- e) For the personnel working at the Svishtov Sviloza SKhK;
- f) For workers, engineers and technicians employed in the production of plants producing reinforced concrete articles and in the installation divisions at the Devnya SKhK in Devnya, at the Petrochemical Combine in Burgas, at the Kremikovtsi MK, at the Kremikovtsi Metal Elements Plant, and at the Plant for Experimentation and Nonstandard Equipment in the village of Yana in Sofia Okrug;

4. Up to 20 leva for: workers engaged in cargo handling operations at the West Varna Port and at the Razdelna freight yard.

Section XI. Additional Remuneration for Work Under Heavy, Dangerous or Harsher, Specific Working Conditions

Article 36. An additional monthly remuneration is to be paid to employees who work under heavy, dangerous or harsher specific working conditions, in the following amounts according to the types of conditions:

- 1. Up to 60 leva for crew members of ocean-going fishing vessels, for catching days with 22 work days;

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2. Up to 60 leva for the medical personnel at the N. I. Pirogov Republic Practical Scientific Institute for Emergency Medical Aid in Sofia;
  3. Up to 60 leva for the drivers of trucks for the time of pulling a trailer or axle;
  4. Up to 60 leva for workers for crews involved in the printing of newspapers and periodicals, for working under harsher working conditions;
  5. Up to 50 leva for workers in testing areas for combatting hailstorms, for the time when they have worked under field conditions, but not earlier than 1 March and not later than 1 October;
  6. Up to 50 leva for the pedagogical and other personnel in corrective-labor and medical-pedagogical schools and prison schools;
  7. Up to 40 leva for the drivers of official cars up to 7-passenger (without limitation as to the run and travel during days off and holidays), for taxis, and so forth;
  8. Up to 40 leva for higher, semihigher (middle-level) and junior medical and other personnel of medical institutions on call for providing emergency medical aid during weekdays, week-ends and holidays;
  9. Up to 30 rubles for physicians from the rural medical facilities and from the remote medical points under mines and construction projects and feldshers [paramedics] running independent rural medical stations, for providing prompt medical aid to patients outside of their established working hours, only for days when they are at the population point;
  10. Up to 30 leva for higher and semihigher (middle-level) medical personnel in independent institutions and units for rapid and emergency medical aid, and in clinics and departments determined by the Ministry of Public Health to provide emergency medical aid, and in the air ambulance service;
  11. Up to 30 leva for physicians who are district therapeutists, pediatricians, and obstetric gynecologists, as well as physicians in the offices for serving only the ABPKF [?] for the time during which they work at the urban medical section;
  12. Up to 30 leva for teachers and principals with teaching hours in primary schools, for their extracurricular work, as well as attendants in study halls, dormitories, boarding schools or semiboarding schools with groups over 15 children;
  13. Up to 30 rubles for kindergarten teachers, for their work at a summer nursery or playground during an entire month without replacement;
  14. Up to 30 leva for personnel employed in crucial and particularly intensive operational areas in the system of the national transport complex;

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15. Up to 30 leva for workers who are directly employed in the hand manufacturing of Persian carpets, and up to 20 rubles for "kotlenski" and "chiprovski";
16. Up to 25 rubles for the drivers of: buses, streetcars and trolley buses from the Sofia City Transport and those of the Motor Transport SO employed on the territory of Plovdiv, Varna and Burgas, ambulances, motor vehicles which are used in strip mining and in hydraulic engineering construction, trucks which carry logs and other lumber materials over the road network outside the republic in mountainous regions, and motor vehicles which are used in inter-urban postal routes for transporting money, securities and so forth, without a guard;
17. Up to 25 leva for workers who are employed in the care and raising of stallions (for breeding and for riding), bulls, carnivorous animals and birds, poisonous reptiles and so forth;
18. Up to 25 leva for workers who are employed in divisions of the canning and tobacco industry (in processing the Virginia and Burley tobacco), in milk processing, in the production of volatile oils, in corn grading plants, the shelling [? "dekoskutornite"] stations, and in the Cereals and Feed Industry divisions, for work during the intensive periods of the seasonal processing of agricultural and other products, for more than 120 days in a calendar year;
19. Up to 25 rubles for workers in resorts, kitchens and dining rooms under public dining institutions and in resort institutions, in lodges, postal, telegraph-telephone stations and services in resort settlements, complexes and camping grounds and who are appointed under a term labor contract or who have been brought in from other population points for seasonal work, as well as for workers employed in the production of bread, bakery and confectionery articles and brought in from other population points for seasonal work to the resort areas along the Black Sea.
20. Up to 25 rubles for physicians in the hygiene and epidemiological network and veterinarians in the divisions and units of State Veterinary Medical Control and the Border Veterinary Control and Quarantine, depending upon the length of uninterrupted employment in the specialty in this network, and respectively, in veterinary control;
21. Up to 20 rubles for firemen, assistant firemen and stokers serving water or steam boilers for production or heating installations, laundries, drying rooms and so forth, as well as those serving ovens with indirect heating with manual stoking with solid fuel, the manual spreading out of the fuel in the oven or manual removal of the cinders from the oven;
22. Up to 20 rubles for workers employed in the distributing of the daily press or in the nighttime distribution of bread, bakery goods, fresh and acidified milk to stores, for work with harsher working conditions;

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23. Up to 20 rubles for workers who are directly engaged in the collection, preparation, processing and sale of secondary raw materials;
24. Up to 20 rubles for personnel engaged in home duty for eliminating emergencies which arise during nonworking hours in the electrical-generating, electric supply, water supply, sewage, centralized heating and metallurgical divisions and units, as well as the cable line system of communications, the Zlatna Panega DTsZ [? State Zinc Plant], the Devnya SKhK in Devnya, the Svilozha SKhK in Svishtov, as well as other similar production with a continuous production process;
25. Up to 20 leva for duty personnel at automated installations of the power system in which home duty has been introduced;
26. Up to 20 leva for the drivers of buses, streetcars and trolley buses and trade workers working a split shift at least 4 hours a day;
27. Up to 20 leva for locomotive engineers which operate locomotives of group I (over 2000 horsepower and for electric locomotives, over 3000 horsepower), as well as the drivers of sectional buses and trucks of over 20 ton capacity, in operating under harsher conditions;
28. Up to 20 leva for workers at the installations of the border control points (not including those at airports and ports), such as tourist, commercial, banking and so forth;
29. Up to 20 leva for pedagogical and other personnel under the special schools, nurseries, auxiliary and logopedic classrooms; psychoneurological and social welfare institutions (only for pedagogical personnel); schools under all children's sanatoriums; schools under hospitals, climatic schools and sanatorium nurseries and creches (also for medical personnel at them), and for boarding schools for problem children, if these children represent more than 50 percent of the students;
30. Up to 20 leva for students who teach combined classes;
31. Up to 20 leva for fishermen in open-water and coastal fishing, for fishing days; for the crews of the service, auxiliary and technical fleet, for days the ships operate at sea, and for fish-breeding workers, for days of breeding activity;
32. Up to 15 leva for the workers of textile divisions employed in the primary processing of fiberous materials such as carding, combing and wet spinning; for workers producing bread and bread products (not including small pancakes) and engaged in the manual mixing of the dough, as well as sawmill workers, circular and band saw operators and their assistants in sawing and crating work;
33. Up to 15 leva for the personnel engaged in the production and processing of light-sensitive materials, for the period they must work in the dark;

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34. Up to 15 leva for cargo handling workers at railroad stations, at the industrial and departmental railroad spurs and ports, for the time which loose cargo (coal, cement, ashes and other such) are worked by hand;
35. Up to 15 leva for trade personnel in institutions and trade facilities located in quarters without direct illumination (basements, cellars and so forth);
36. Up to 15 leva for personnel (artistic, technical, service and so forth) in the travelling circuses and the Luna Park for the period of their national tour, for work under harsher domestic and the specific conditions of a mobile situation;
37. Up to 15 leva for the pedagogical personnel (including principals and deputy principals with teaching hours) working with at least 15 children of gypsy or Turkish nationality in grades I-VIII, or with groups in nurseries, as well as group leaders in schools where the children of these nationalities comprise more than 50 percent;
38. Up to 15 leva for trades teachers in construction schools for the time when practice training and work is carried out at the construction projects;
39. Up to 15 leva for nurses and midwives in the intensive care units, nurses in an insult department, children's department, children's hospital and Mother and Child home, as well as for semihigher (middle-level) medical personnel in the units providing medical services for the active fighters against fascism and capitalism;
40. Up to 15 leva for a cashier in accounting or in a store, for a salesman, informant or other such who constantly handles foreign exchange including exchange, receiving, safekeeping and reporting of the currency;
41. Up to 15 leva for workers directly engaged in the maintenance and current repair of streetcars, trolley buses and buses of the Sofia City Transport, for work under harsher working conditions;
42. Up to 10 leva for telephone operators in the Sofia Telephone Exchange who handle long distance and international telephone calls;
43. Up to 10 leva for trade workers in the showrooms of the Central Department Store in Sofia, for harsher specific working conditions;
44. Up to 12 leva for the higher and semihigher (middle-level) medical personnel in medical institutions, for each assigned tour of duty of 12 hours outside the monthly work schedule;
45. Up to 10 leva for pediatricians and stomatologists in inpatient facilities and polyclinics who work with children;

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46. 10 leva for the shop physician at a medical station at an industrial combine or plant;
47. Up to 10 leva for white collar personnel who perform their immediate job in a constant and direct contact with the deaf, dumb, blind, disabled persons or shut-ins;
48. For persons working in the mobile stomatological offices: 1.20 lev per day for stomatologists, 0.60 lev per day for nurses, and 0.40 lev per day for the remaining personnel.

Article 37. (1) For workers carrying out construction and installation jobs under winter conditions with a temperature below 0° C., above the amount earned according to the wage rates, an additional remuneration is paid up to 30 percent, and this is differentiated depending upon the temperature, the force of the wind, open or enclosed areas, and other factors.

(2) The Minister of Construction and Architecture, with the approval of the Committee for Labor and Wages and the CCBTU determines the procedure and method of payment for this remuneration.

#### Section XII. Additional Remuneration for Work Under Conditions of a Border Region

Article 38. (1) For work in a border zone or area . . . . . for specialists with a higher, semihigher and specialized secondary (for pedagogical personnel, with a general secondary) education who are working in their specialty, as well as those holding paid elected positions, regardless of their education, an additional monthly remuneration is to be paid as follows:

1. For the divisions and activities under the people's councils--by the executive committee of the corresponding ONS with the approval of the okrug trade union council;

2. For the divisions, units and activities under central authority--by the appropriate ministry or department, with the approval of the central committee of the appropriate trade union and the executive committee of the corresponding ONS.

(3) For persons designated in Paragraph 1 who on other grounds receive additional remuneration for work under harsher living conditions, for a remote area or other such of a similar character, only one of the additional remunerations is to be paid, that is, that with the higher amount.

Article 39. (1) The chiefs of the public education departments under the ONS in Kurdzhali and Smolyan and the school inspectors in these departments are to be paid an additional monthly remuneration which is differentiated according to the volume of their work in the border settlements and the length of their employment in these departments, in an amount up to 35 leva.

(2) The persons who receive the additional remuneration under Paragraph 1 may not receive simultaneously remuneration under the preceding article of this ordinance.

Article 40. (1) An additional monthly remuneration up to 25 rubles is to be paid to specialists with a higher, semihigher and specialized secondary (for pedagogical personnel, with a general secondary) education who work on the territory of Trunski, Zemenski and Ivaylovgradski rayons, as well as those persons holding paid elected positions, regardless of their education.

(2) The specific amount of the additional remuneration under Paragraph 1 is to be determined by the executive committee of the Pernik and respectively the Kurdzhali ONS, with the agreement of the appropriate okrug trade union council, upon the proposal of the concerned departments, depending upon the living conditions and the length of labor employment in these regions.

(3) The persons designated in Paragraph 1 who on other grounds have the right to additional remuneration for work under harsh conditions, remoteness, harsher living conditions and other such of a similar character, are to receive only one remuneration, that which is more favorable for them in terms of amount.

(2) The additional remuneration under the preceding paragraph is not to be paid to manual and white collar workers who are on official missions to the projects or if their place of employment is under 5 kilometers from their permanent residence, as well as to workers at projects in guard areas in the border zone.

(3) Persons to whom the additional remuneration is to be paid under Paragraph 1, when there are grounds for remuneration for the work in the border region for harsher conditions and for others of a similar character, are to receive only one remuneration, that which in amount is better for them.

### Section XIII. Additional Remuneration for Work Under Alpine Conditions

Article 42. For work under alpine conditions, workers, cooperative members and white collar personnel are to be paid an additional monthly remuneration in the following amounts and cases:

1. Up to 30 leva for manual and white collar personnel at an elevation above 2000 meters above sea level;
  2. Up to 20 leva for manual and white collar personnel at an altitude from 1500 to 2000 meters above sea level;

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3. Up to 10 leva for manual workers and cooperative farm members engaged in sheep and goat raising, and pasture tending of agricultural animals, as well as brigade leaders and deputy shepherds of farms, when they work permanently at an altitude above 1000 meters above sea level.

Section XIV. Additional Remuneration for High Responsibility, Precision and Quality of Work

Article 43. For high responsibility, precision and quality of the performed work, an additional monthly remuneration is to be paid in the following amounts and instances:

1. Up to 80 leva for physicians (stomatologists) and scientific and faculty workers from the medical schools and scientific research units under the Medical Academy and who perform surgical (resuscitation) or anesthesiological work, depending upon the complexity and character of this work; up to 15 leva for surgical, resuscitation and anesthesiological nurses and midwives, as well as medical and surgical teams;

2. Up to 30 rubles for scientific and educational personnel (physicians and stomatologists) from the medical schools and scientific research units under the Medical Academy, for performing therapeutic, pathologicoanatomic and diagnostic work, depending upon their employment in this work;

3. Up to 20 leva for scientific and educational workers (veterinarians) from the veterinary schools and scientific research units in the system of the agriculture and food industry, and who perform surgical or therapeutic, pathologicoanatomic and diagnostic work, depending upon the complexity of this work and upon the duration of time during which it has been performed;

4. Up to 10 leva for a physician and midwife in rural medical facilities and at the medical units and stations in the countryside, for providing medical aid with each birth of a live-born child at a maternity house, individually for each birth, depending upon the remoteness of the village from the okrug town;

5. Physicians (stomatologists) with a specialty from the Medical Academy and the medical institutions, and who have left the medical institution for providing emergency consultative, surgical or medical aid, in addition to travel expenses, are to receive up to 4 leva for each hour, and not more than 20 leva for each 24 hours;

6. Up to 30 leva for locomotive engineers, when they are operating special governmental, express or fast trains, as well as passenger trains and motor-car sections traveling under express schedule, depending upon the duration of driving such trains;

7. Up to 40 leva for the captain, first mate, mate and navigator of tugs during a trip on the Danube River in the leg Komarno--Regensburg--Komarno, without a foreign pilot;

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8. Up to 40 leva for personnel taking a direct part in the leadership and execution of repairs, maintenance and technical servicing on aircraft, as well as flight controllers, depending upon the responsibility and quality of the work;
  9. Up to 20 leva for personnel taking a direct part in the leadership and execution of repairs, maintenance and technical servicing on aircraft navigation equipment, depending upon the responsibility and quality of the work;
  10. 35 leva for the leadership and executing higher medical personnel from the Central Labor Medical Commission (TsTELK) and the Labor Medical Commissions (TELK) who do not have the right to free admission (a consulting office);
  11. Up to 30 rubles for operational customs officials who work at the border crossings, depending upon the nature of their work;
  12. Up to 30 rubles for bank cashiers, depending upon the complexity and character of the banking operations, work with foreign exchange, and other conditions;
  13. Up to 20 leva for chief cashiers who each day collect the sales receipts from the trade facilities, depending upon the complexity of the work performed; up to 10 leva for those persons who collect door-to-door in the cities and villages the fees for consumed hot and cold water, for electric power, for heating, for insurance and other such;
  14. Up to 20 leva for veterinarians and technicians (feldshers) and agronomists and technicians with an agricultural education who work, respectively, in units of the Border Veterinary Control and Quarantine and the Border Phytosanitary Control located at the border control points, depending upon the character of the work;
  15. Up to 15 leva for the personnel of the mint.
  16. Up to 15 leva for milkmaids who operate milking installations and units in agricultural and other organizations, depending upon the complexity of the equipment;
  17. Up to 10 leva for the technical personnel of the Central Radio Relay and Television Station in Sofia and who performs dispatcher functions for similar facilities throughout the nation, as well as the personnel of the high frequency equipment in Sofia, depending upon the precision and quality of the work.
- Article 44. (1) An additional monthly remuneration amounting to 100 leva within the limits of 100,000 leva annually is to be paid to prominent surgical specialists of the Medical Academy and the health network, as well as to republic specialists determined by an order of the Minister of Public Health.

(2) The additional remuneration under Paragraph 1 is to be paid by the institutions where the persons hold their basic position.

Section XV. Additional Remuneration for Work . . . . . , Highly Skilled  
and Other Quotas . . . . .

Article 48. (1) For leading personnel and specialists who are permanently employed in elaborating procedural and analytical assignments, enforceable enactments, and other such, with complicated and highly skilled work of a functional character, the stipulated salaries may be increased by up to 50 leva under the judgment of the leader of the department.

(2) Those departments with a functional character of activities may increase salaries under Paragraph 1, and up to the amount determined by the Council of Ministers.

Article 49. For an instructor at the Institute for the Advanced Training of Teachers and in semihigher institutes, when this instructor directs a chair, the stipulated salary is increased by 10 leva.

## Section XVI. Free Food

Article 50. (1) The employees designated in Article 9, Paragraph 1 are to receive free food with a daily rate of up to 1.20 lev for each worked day, and for those working in underground installations with ionizing radiation, up to 1.70 lev per work day.

(2) Underground workers, engineers and technicians up to the section chief, inclusively, who are employed in silicosis-prone installations are to receive a balanced diet at a rate of 1.70 lev per work day, and of this amount 1.10 lev is to be paid for by the appropriate division, and the remaining 0.60 lev, by the person.

(3) Workers, engineers and technicians, up to the section chief inclusively, in underground mines, geological prospecting projects and projects involving mine, tunnel, hydraulic engineering and specialized construction, are to receive high-calorie food at a daily rate of 1.10 lev for each work day, of which 0.70 lev is paid for by the corresponding division, and the remaining 0.40 lev by the individual.

(4) Employees who work directly under harmful production and other conditions as determined by the list of the Ministry of Public Health, the Committee for Labor and Wages and the CCBTU, are to receive free food in kind and paid for by the appropriate economic organizations, divisions or units, with a daily allowance of 0.32 lev or 0.52 lev, depending upon the character and degree of harmfulness.

(5) Workers and their direct leaders in spinning and weaving shops, and not including local and cooperative industry, when they work full night shifts, are to receive free food in the form of refreshments and tonic beverages, in an amount of 0.60 lev for each full night shift worked.

(6) The members of ship crews when they are at sea, as well as diving crews, are to receive free food with a daily allowance of each worked day of the ship in operations, as follows:

1. In international shipping, including oceanic fishing, up to 3.40 leva per day, differentiated according to the area of navigation;
2. With international navigation along the Danube River--up to 1.70 lev per day;
3. With coastal navigation (operation)--up to 1.60 lev per day;
4. With boat fishing and clamping --up to 1.50 lev per day;
5. In transport work in Black Sea fishing and for marsh and "alaman" fishermen--up to 1.00 lev per day per worked day in navigation or catching;
6. In navigating (working) on inland waters for fishermen in coastal, river and reservoir fishing--up to 0.80 lev per worked day in navigation (work) or in catching;
7. In diving work (divers and the leaders of diving crews)--up to 1.80 lev per worked day.

(7) The free food for the members of ship crews under the preceding paragraph is provided by the economic organizations in a prepared form or, as an exception, as food products. During supply at foreign ports, the amount of free food is determined in the appropriate currency.

(8) Cargo workers, in working at railroad stations of the industrial and departmental railroad spurs and at ports, are issued a free meal, a lunch or dinner, in an amount of 0.70 lev as an average per worked day.

(9) Equipment operators in ports are given a free meal, a lunch or dinner, in an amount of 0.70 lev per worked day.

(10) Shunters and switchmen at the basic and junction railroad stations of the Bulgarian State Railroads are given a free meal, a lunch or dinner, in an amount of 0.70 lev as an average per worked day.

(11) The personnel in the public dining institutions, the dining rooms and kitchens of resorts, sanatoriums, educational and health institutions, social welfare houses, tourist lodges, vacation houses and dormitories, when these institutions, lodges, houses and dormitories are located outside of population points, as well as other service personnel, are to receive a free meal, refreshment and lunch or refreshment and dinner, in an amount of 0.65 lev for each worked day from the prepared food of the clients (diners).

(12) Lifeguards serving seaside, river and reservoir beaches are to be given a free meal, a refreshment and lunch or refreshment and dinner, in an amount of 0.65 lev for each worked day.

(13) Attendants, managers and manager-cashiers in whole-day and seasonal nurseries and homes for preschool-age children, as well as cleaners, managers and manager-cashiers in creches, boarding houses, social welfare houses and "Mother and Child" houses, are to receive a free meal in an amount of 0.80 lev per day per person.

(14) Orderlies from all inpatient medical institutions and from the social welfare institutions and houses, as well as the persons tending children in the creches, are to receive a free meal in an amount of 0.80 lev per day, while the orderlies from tuberculosis sanatoriums are to receive 1.15 lev per day.

(15) Duty personnel at inpatient medical institutions with a 12-hour duty have the right to one free meal.

(16) The duty personnel which stands 24-hour duty, dietician-physicians and nutritional instructors (dietician-nurses) have the right to a free meal in an amount of the daily allowance for the patients in the appropriate medical institution.

(17) The surgical teams and the blood-donor teams, for days when they perform operations, or respectively, blood giving, have the right to a free snack in an amount of one-third of the allowance for the personnel with the right to a free meal.

(18) The list of workers having the right to free food under the preceding paragraphs, as well as the daily allowance, are set by the appropriate ministry or other department with the agreement of the Ministry of Public Health, the Committee for Labor and Wages and the CCBTU. In the same procedure, the issuing of free food is halted after a reduction in the injurious factors or an improvement of the working conditions within the limits of the excepted medical standards.

(19) The Ministry of Public Health approves the recipes for the necessary menu of the free meal in accord with the character and conditions of the work.

(20) Dietary and other expenditures are not to be included in the cost of the free food.

(21) It is prohibited to exchange the free food for money. The cost of the food is not subject to the general income tax.

(22) The economic organizations, their divisions and units are obliged to carry out technological and sanitary measures to improve the working environment as much as possible.

## Section XVII. Free Housing, Heating and Lighting

Article 51. Psychiatric hospitals and colonies, sanatoriums, balneological sanatoriums, tuberculosis and silicotuberculosis institutions, social welfare houses and "Mother and Child" houses located outside the city limits are to

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provide free housing for their employees. In the remaining medical institutions and social welfare facilities, the right to free housing is given to porters, managers, the head nurse, and one employee for tending the horses, and for the electrical and water network.

Article 52. The Ministry of Transport is to provide free apartments for use in the area of the stations or in their proximity for the station masters, the traffic leaders, switchmen, shunters, watchmen, the brigade leaders and leaders of track maintenance teams which are directly engaged in operational work of railroad transport.

Article 53. Higher and semihigher (middle-level) medical personnel in medical institutions which are located in rural areas with more difficult working conditions or in newly built industrial, mining and other projects are to be provided with free housing, heating and lighting, and this is to be paid for by the appropriate obshtina people's councils or enterprises.

Article 54. The workers in vacation homes, resorts and other balneological sanitoriums, and student camps which are located outside population points, as well as the workers in lodges and tourist stations, are to be provided with free housing, heating and lighting (and for the members of their families) and a bed personally for them.

Article 55. (1) Teachers and other pedagogical personnel in rural schools and the members of their family living with them are to be provided with free housing, heating and lighting, and if they have their own housing, just free heating and lighting at the expense of the appropriate people's councils, ministries and other departments which finance the schools.

(2) The executive committees of the ONS are to provide free housing, heating and lighting for junior specialists assigned as teachers, educators, group and music leaders in all villages of the nation, as well as in the towns of Blagoevgrad, Kurdzhali, Razgrad, Siliстра, Smolyan, Turgovishte and Shumen okrugs, for the period of their assignment.

Article 56. Workers appointed under a term labor contract for seasonal work in resorts, public dining institutions, kitchens and dining rooms under resort facilities and lodges are to be provided with free housing in dormitories or in the resort institution, or in a lodge, and if this is impossible, the apartment rent is to be paid.

Article 57. The porters of apartment buildings are to be provided with free housing, lighting and water, and if this is impossible, as compensation they are to be paid an additional monthly remuneration up to 8 leva.

## Chapter Two. Additional Remuneration for Work Performed Outside of the Immediate Official Duties or Under Specific Conditions

### Section I. Additional Remuneration for Work Performed Outside of Immediate Official Duties

Article 58. A manual or white collar worker who, upon instructions of the administrative leadership, performs some additional work along with his basic job, outside his immediate job duties, is paid an additional monthly remuneration in the following amounts and instances:

1. For the drivers of motor vehicles who, in addition to their direct work, perform one or several additional jobs which require additional skills or greater intensity such as: forwarding, marketing, and escorting live animals, poultry and fish, the loading and unloading of freight conveyances; the purchasing (supply) of goods and other materials; the grading of milk; the operating of hydraulic excavating, plugging, cement transporting, cement mixing and special geophysical testing equipment; the operating of topographic and watch vehicles for the seismic, mapping, geodetic, geological or surveying detachments; participation in broadcasting and projecting; the carrying out of work with mobile repair shops, power repair of electrical equipment; operating units or working with emergency repair groups and performing the duties of the following: mailman, conductor, medical worker, guide, driller, attendant, salesman (mobile book store, and so forth), cashier at a mobile movie and laboratory worker--up to 30 percent of the wage or salary set for the position or job performed, for the time during which it is performed, but not more than 30 leva a month;
2. For a manual or white collar worker who by profession is not the driver of a motor vehicle, but himself drives a state vehicle in carrying out his direct production or professional work--up to 20 leva;
3. For a trade worker such as a salesman, warehouseman, buyer and so forth, who in addition to his professional duties takes a direct part in freight working in furnishing the trade installation with goods, packaging and so forth or during the purchasing of agricultural products from the population--up to 30 percent of the wage for freight working for the time during which the work was done, but not more than 30 leva a month;
4. For a worker who, along with his direct work, constantly performs administrative work (the receiving and issuing of orders, the storing and issuing of materials, the collecting and reporting of amounts of money, and other such)--up to 20 percent of the wage or salary for the actually worked time, if a white collar worker, brigade leader or materially responsible person has not been appointed.
5. For the captain of a dredger who also directs a convoy of such vessels, when the entire group works on internal economic accountability--up to 10 leva;
6. For the crew member of a ship who during a voyage at sea, in addition to his basic work, performs the work of another sick crew member--up to 50 percent of the salary for the job taken over, depending upon the time of taking over;

7. A stewardess or steward who sells goods for foreign exchange to passengers on international air service--the equivalent of the amount in leva:

a) Up to 8 percent in a freely convertible currency;

b) Up to 5 percent in a socialist currency;

8. For a worker who is employed in bakery production and himself carries out sales of the produced bread, depending upon the time of the sales during the month--up to 15 leva;

9. For a lumber driver, coachman, carter, wagoner, or rider (jockey) and so forth who, after the work day, cares for state livestock--up to 5 leva for each animal;

10. For a worker of the breeding or candidate-breeding farms or groups in non-breeding farms who participates in measures related to the carrying out and reporting of breeding work and controlling the productive qualities of the animals and poultry assigned to him, according to the requirements defined by the Ministry of Agriculture and Food Industry--up to 15 leva;

11. For white collar workers who work in a ministry, other department, economic organization or division operating motor vehicles, and in addition to their direct professional duties, carry out work relating to traffic safety, if the staff schedule does not provide for the creation of the corresponding service for this--up to 15 leva;

12. For a physician who heads a rural polyclinic, a rural health service or an independent rural health section--up to 25 leva;

13. For a traveling salesman who also performs loading work, as well as a loader who performs sales work--up to 15 leva;

14. For an intern (or senior nurse, midwife) who runs creches:

a) With up to 60 places (beds)--up to 10 leva;

b) For each additional 10 places (beds) above 60--1 lev;

15. For a nurse (midwife) in inpatient hospitals who performs the functions of a head nurse (head midwife)--10 leva;

16. For the principal, deputy principal or teacher who performs the functions, and the manager of a nonindependent boarding house or dormitories at a school (boarding school)--up to 15 leva;

17. For a teacher who during the period from 1 September until 30 June is a volunteer group leader and leads Pioneer detachments up to grade VIII, inclusively, and reads the "Chavdarche"--up to 20 leva;

18. For a physician or feldsher who also heads a pharmacy point--up to 30 leva;
  19. For an agronomist or technician with an agricultural education and for a veterinarian or technician who heads a warehouse for plant protection chemicals or one for veterinary medicines and preparations--10 leva;
  20. For a person of the artistic personnel who also performs the work of the manager of a group (orchestra, chorus, ballet or ensemble), if there is not a separate position for this work--up to 15 leva;
  21. For persons who in addition to their immediate professional duties pay out pensions at home--0.08 lev for each paid pension.
- Article 59. A nonregular [that is, not on the regular payroll] employee who performs a certain type of work is paid a certain remuneration in the following amounts and instances:
1. A member of the management or control council of a cooperative organization and who does not work at it--for each session--up to 5 leva but not more than 25 leva monthly;
  2. For a leader of a course organized for the study of Bulgarian by Bulgarian citizens of Turkish origin--up to 50 leva;
  3. For the nonregular editor in chief of a newspaper, magazine or bulletin--for at least one issue published during the month of the corresponding publication:
    - a) For a newspaper of the second category or magazine of the first category--from 60 to 80 leva;
    - b) For a newspaper of the third category; magazine of the second category--from 40 to 60 leva;
    - c) For a newspaper of category IV-V; for a magazine of category III-IV and bulletins--from 20 to 40 leva;
  4. For the nonregular member of editorial boards of magazines and bulletins--for at least one issue of the corresponding publication issued during the month:
    - a) Magazine of category I--from 30 to 40 leva;
    - b) Magazine of category II--from 20 to 30 leva;
    - c) Magazine of category III-IV and bulletins--from 10 to 20 leva;
  5. For a nonregular movie mechanic who shows a film (including setting up, taking down and cleaning the equipment):

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- a) For one showing per day--2.60 leva;
  - b) For two showings a day--4 leva;
  - c) For three and more showings per day--4.60 leva;
6. For the nonregular leader of an amateur artistic group, a director, choreographer, artist, man of letters and so forth--up to 65 percent of the determined salary for the position held depending upon the time worked;
7. For a nonregular assistant coach--up to 50 leva;
8. For the leader (person in charge) of a children's music and ballet school, circle, school for fine arts and a language course at a library or other public organizations, in addition to the received salary or pension:
- a) With over 150 participants--up to 20 leva;
  - b) From 50 to 150 participants--10 leva;
9. For a nonregular coworker in the state theaters, symphonic orchestras, choruses, ensembles, circuses and other artistic institutions who also holds the position of "attendance manager"--in a percentage of the value of the sold tickets as follows:
- a) For inside halls--up to 8 percent;
  - b) For summer theaters--up to 6 percent.

Article 60. The student of the Semihigher T. Kableskov Railway Institute who during his practice work is employed independently as an assistant engineer, conductor, compartment attendant, switchman, car attendant and shunter is paid labor remuneration up to 70 percent of the monthly salary set for the position held, for the time which has been worked.

## Section II. Additional Remuneration for Work Performed Under Special Requirements

Article 61. For work performed under special requirements, an additional monthly remuneration is to be paid in the following amounts and instances:

- 1. Up to 40 leva for administrative-technical and service personnel under the Ministry of Foreign Affairs and under the Bureau for Serving the Diplomatic Corps, not including the Committee on Church Questions, as well as employees who work at temporary agencies of foreign firms in the Interpred Company, according to the estimate of the leader of the appropriate ministry;
- 2. Up to 40 leva for the leadership and instructor personnel at the Unified Secondary Polytechnical Boarding School for Experimental Purposes Under the Committee for Art and Culture, according to the opinion of the leader of the department;

3. Ten leva each time for the members of flight crews and technical personnel involved in the flight testing of airplanes, helicopters and motors, as well as after a major overhaul or the changing of the engine.

4. Ten leva for workers of the international postal service who sort and process international correspondence and parcels, as well as those who distribute the press in the international service.

Article 62. The member of a ship crew who during the voyage of the ship performs the duties of the escort of livestock is paid additional remuneration in foreign exchange or in leva in an amount agreed upon with the consigner or consignee and approved by the Committee on Labor and Wages, the Ministry of Finances and the CCBTU.

### Section III. Additional Remuneration for Acquiring a Specialty, Academic Degree, Foreign Language, Stenography, and so forth.

Article 63. For using on the job a higher personal skill expressed in an acquired specialty, academic degree and so forth, an additional monthly remuneration is paid in the following amounts and cases:

1. For an academic degree awarded by the Higher Certification Commission, if the person is working in his specialty:

- a) For "Doctor of Sciences"--80 leva;
- b) For "Candidate of Sciences"--30 leva;

2. For the awarding of the academic title according to the established procedure:

- a) For "Academician"--160 leva;
- b) For "Corresponding Member"--120 leva;

3. For the use by physicians and stomatologists of acquired specialties in their professional work--differentiated according to the complexity of the specialties--up to 30 leva;

4. For the properly awarded class-qualification for the acquired high professional skills by principals, deputy principals and pedagogical personnel in schools and extracurricular institutions:

- a) For I class-skill--up to 30 leva;
- b) For II class-skill--up to 20 leva;

5. For the properly awarded title of "Master in Profession" for locomotive engineers for the acquired high professional training:

- a) For I class-skill--up to 20 leva;

- b) For II class-skill--up to 10 leva;
6. For the properly awarded class-skill for cow milkmaids and calf tenders for the acquired high professional training:
- a) For I class-skill--up to 15 leva;
  - b) For II class-skill--up to 8 leva;
7. For the awarding of the title "Honored Master of Sports" and "Master of Sports," if the person performs coaching, instruction and other work related to the sport for which the corresponding title has been received:
- a) For "Honored Master of Sports"--up to 20 leva;
  - b) For "Master of Sports"--up to 10 leva;
8. For using a foreign language in work, in addition to the language which is required for the position held:
- a) Russian, German, English, French or another language--up to 15 leva;
  - b) Hungarian, Greek or another language--up to 20 leva;
  - c) Chinese, Arabic, Hindi or another language--up to 30 leva;
9. For typists using materials in a foreign language, if it is not used by the specific job--up to 10 leva;
10. For carrying on instructor or educational work in a foreign language in schools with instruction in Russian or a Western language (not counting foreign language teachers)--up to 20 leva;
11. For using stenography on the job, if this is not required for the position held--up to 15 leva;
12. For persons directly participating in the training of young (new) workers or specialists directly on the job and students from institutions of learning directly at the work area in production-training facilities or in production teams--depending upon the number of students, the type and time of training, and so forth--up to 55 leva;
13. For persons who hold the position of "stenographer," when they themselves copy their notes--up to 10 leva;
14. For stenographers in the Ministry of Foreign Affairs and the Bulgarian Telegraph Agency, for using foreign language stenography, without the right to additional remuneration for using the corresponding foreign language, up to 15 leva;

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15. For the acquired title of "Grader" by agricultural specialists with a higher education, if the work in their specialty--10 leva;
  16. For persons who have shown high mastery in engaging in artistic activities--10 leva;
  17. For tractor operators in agriculture who acquire a secondary education--proportionately to the time worked--up to 20 leva;
  18. For workers and cooperative farm members who possess a secondary education or who have completed the 2-year practical agricultural schools and work directly in crop raising or animal husbandry--proportionately to the time worked--up to 10 leva.

#### Section IV. Additional Remuneration Paid Instead of Business Expenses

Article 64. Persons holding certain positions in motor transport, rail transport, in dining cars, in mobile postal services and so forth who perform their work during a journey, as well as the drivers of motor conveyances in forest and hunting farms and agricultural (industrial-agricultural) organizations, scientific institutes, schools and other such, per kilometer, are to be paid additional remuneration for each kilometer at a rate of 0.02 lev instead of business expenses (per diems).

Article 65. Cashiers and other persons who systematically travel to facilities which are more than 10 kilometers distant from the population point to the place of employment in order to pay wages are to be paid a monthly additional remuneration up to 10 leva instead of business expenses (per diems).

Article 66. (1) Teachers and other pedagogical personnel in schools and who have been sent by the Minister of Public Education and upon the request of the executive committees of the ONS of Blagoevgrad, Burgas, Kurdzhali, Razgrad, Siliстра, Smolyan, Tolbukhin, Turgovishte and Shumen okrugs from one population point to another for a period of from 1 to 3 years, are to be paid an additional monthly remuneration up to 30 leva instead of business expenses (per diems and lodging).

(2) The teachers and other pedagogical personnel sent on official missions under the preceding paragraph, in addition to baggage allowances, are to be paid travel expenses up to 3 times a year for traveling to the population point of permanent employment or residence and back to the place of the assignment, using all means of transport, with the exception of by air and first class train.

Article 67. Movie technicians who show films in several villages by schedule during the month are to be paid additional monthly remuneration up to 40 leva instead of business expenses (per diems).

Article 68. (1) Leading personnel and highly skilled installation workers from the divisions of the Installation SO [? construction or economic organization], for the time which they work at construction projects, are to be

paid additional monthly remuneration up to 40 leva instead of business expenses (per diems).

(2) The additional remuneration under the preceding paragraph is not to be paid to persons working at construction projects where additional remuneration is being paid under the procedure of Article 14 of this Ordinance.

### Chapter Three. Other Additional Remuneration

Article 69. For work under difficult living and adverse atmospheric conditions, tractor operators in agriculture are to be paid an additional monthly remuneration up to 30 percent of the earnings under the wage rates, while the workers from mobile groups in the technical maintenance stations in animal husbandry are paid up to 20 leva.

Article 70. For the time when tractor, combine and other machinery operators in agriculture work more than one shift, the equipment operators are paid an additional monthly remuneration up to 20 percent of the amount earned according to the wage rates.

Article 71. For work in mountainous and semimountainous areas or in regions with large power or industrial complexes, combines and so forth, with the agreement of the Committee for Labor and Wages, equipment operators in agriculture are paid an additional monthly remuneration up to 15 percent of the earnings according to the wage rates.

Article 72. For a properly awarded class-skill or an acquired high professional level, equipment operators in agriculture are to be paid an additional monthly remuneration in a percent of earnings according to the wage rates, as follows:

1. For the I class-skill--15 percent;
2. For the II class-skill--8 percent.

### Additional, Transitional and Concluding Provisions

§1. The money necessary for paying the additional remuneration under Articles 31, 38, 39 and 66 in activities financed by the state budget is defined for the okrugs by the Ministry of Finances with the approval of the Committee for Labor and Wages and the CCBTU.

§2. Employees who are working at construction projects where additional remuneration is being paid under the procedure of enforceable enactments promulgated prior to the passage of this ordinance are to receive remuneration in the same amounts in leva until the completion of the projects.

§3. The specific amount of remuneration under Points 3, 4, 7, 8 and 9 of Article 59 is to be set by the leader who approved the membership of the editorial board, and so forth.

§4. The performing of additional work by the drivers of motor vehicles from public motor transport is assigned after the reaching of an agreement between the "shipper" and "consigner" economic organizations, under the condition that the latter have assumed the obligation to pay the expenses for additional remuneration due to the drivers for additional work, according to Point 1 of Article 58.

§5. The amount of remuneration paid under the procedure of Point 9 of Article 59 for 3 months running may not exceed the maximum amount of the quarterly salary established for the position of "attendance managers" increased by 30 percent.

§6. The executive committees of the people's councils in all population points where the Law Governing Rental Relations is in effect, with the exception of Sofia, Plovdiv and Varna, are to provide the higher and semihigher (middle-level) medical personnel with apartments in lodging them in state housing. In the event that the people's council is unable to provide a state apartment, and the person is forced to live in an apartment with a freely-set rent, the people's council pays the difference between the basic rent and the actually paid rent under the procedure of §16 of the Rate for the Rental of Housing and Places Used for Economic and Administrative Needs (promulgated in DURZHAVEN VESTNIK, No 49, 1970; amended and supplemented in Nos 50 and 91 of 1973, and No 85 of 1974).

§7. The households of construction workers at state construction organizations and which are members of cooperative farms, are granted land for personal use up to the size provided for members of the cooperative farms, when more than one member of the household works on the farm.

§8. Employees of construction-installation organizations who work in the capacity of inspector control or permanent developer supervision, for the time when they are employed at construction projects included in the list under Paragraph 2 of Article 14 and away from their permanent residence or abode, are to retain their residence and occupied apartments which they had before going to the site.

§9. The city people's councils in Sofia, Plovdiv and Varna retain the apartments of higher medical personnel who live in these cities and who have gone at their own request to work at other population points of the nation.

§10. At the health institutions far distant from population points, children's homes (nurseries) and creches may be organized for the children of the personnel, and supported by the budget of the health institution. The children's parents pay the established fees.

§11. It is recommended that the agroindustrial complexes, the industrial-agrarian complexes, the state farms and the forestry combines pay the physicians and stomatologists of rural health institutions and districts in their regions, an additional monthly remuneration of up to 50 leva, and up to 20 leva for feldshers running independent rural medical stations. The money for

this remuneration is taken from their appropriate funds for social and cultural measures. The specific amount of the remuneration and the method of paying it are determined by contract.

§12. Ship repairs performed during a voyage, as well as the basic flushing out and cleaning of tanker tanks by their crews, when they are not occupied on a detail, are to be performed and paid for according to the rates approved under the Regulation for Elaborating, Approving and Amending Labor Norms. Repair funds can be used for paying this remuneration.

§13. Medical personnel transferred for work to other population points under Article 95 of the Public Health Law, if their time-based labor remuneration is reduced, are to be paid the difference up to their old time-base remuneration.

§14. Physicians, stomatologists and pharmacists may not be appointed to health institutions in Sofia, Plovdiv and Varna without 3 years' employment as a physician, stomatologist or pharmacist. The Minister of Public Health may also determine other cities in which the appointing of physicians, stomatologists and pharmacists is not to be permitted without 3 years' experience in the specialty.

§15. In the health institutions, including the public welfare institutions, where there are no open dining rooms, food may also be prepared in the kitchen of the corresponding institution for the employees of the institution and their families. The consumed food is to be paid for under the procedure and at the prices set for dining rooms.

§16. The provisions of Articles 38, 55 and 66 are to apply to sports instructors at the sports school in Chepelare.

§17. Orchestra musicians who use their own musical instrument or their own formal wear--white tie, black tie, and so forth--and those who do not receive strings, reeds, bridges and other supplies professionally or from the Cultural Institute, instead of rent, receive additional monthly remuneration under the procedure, method and amounts approved by the Ministry of Finances according to the proposal of the Committee for Art and Culture and the Union of Musicians in Bulgaria.

§18. For live fish caught and delivered to a trade organization for the market, fishermen from the reservoir and fish-raising farms are paid additional remuneration of 0.03 lev per kilogram of fish.

§19. Fishermen are allowed 2 kilograms of fish a week against payment at the factory-plant price, regardless of their plan fulfillment.

§20. Additional remuneration under Articles 5, 8, Point 1, Articles 9, 10, 11 and 14, Article 35, Point 3, Letter "b," Article 36, Points 2 and 20, Article 43, Points 1, 2 and 5, Article 50, Paragraphs 1, 2, 4 and 17, Article 54, Article 59, Points 4 and 5, and Article 63, Points 1, 2, 3 and 7 is also to be applied to officers and reenlisted personnel in the system of the

Ministry of National Defense and the Ministry of Internal Affairs, the Construction and Transport Troops, when they are employed under the designated adverse and other conditions. The specific amounts of this additional remuneration, as well as the positions and work areas, are to be set by the leader of the appropriate ministry with the agreement of the Committee for Labor and Wages.

§21. The free food provided for preventive nourishment for underground workers, engineers and technicians under Article 50, Paragraphs 1, 2 and 3 is to be issued starting from 1 July 1977, regardless of the date on which the Unified Wage Scale and Unified Salary Table will be applied at the corresponding organizations, divisions, units, and so forth.

§22. For villages which have been declared to be towns after 1 September 1974, the provisions of Article 55 are to be applied up to 1 September 1977.

§23. The fulfillment of this ordinance is entrusted to the chairman of the Committee for Labor and Wages who is to provide instructions for settling the questions relating to its application.

The ordinance is approved by Decree No 5 of the BCP Central Committee, the Council of Ministers and the CCBTU of 1 February 1977, and is to be applied under the conditions of §8 of the same decree.

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HUNGARY

ADMINISTRATION OF JUSTICE TOPIC OF INTERVIEW

Budapest NEPSZABADSAG in Hungarian 15 Feb 77 p 5

[Interview with Dr Gyula Czili, vice president of the Supreme Court, by Laszlo Szabo: "Pointing the Way to the Practice of Sentencing--Conversation with Dr Gyula Czili, Vice President of the Supreme Court"]

[Text] The labor of serving justice is regulated by laws, but life--in its multitude of colors--fills out this legal framework colorfully. The uniformity of sentencing by judges is an organic part of the socialist lawfulness, since it is fundamental that the various circumstances which serve as foundation for the sentences should be weighed uniformly in every court in the country. The Supreme Court provides the principal direction for this; periodically as a body they discuss the experiences which occur in the work of judges and if they consider it necessary to adjust something, they issue guide principles of obligatory power, which is what happened recently. We visited Dr Gyula Czili, vice president of the Supreme Court, and talked with him about this guidance.

Uniform Outlook

It is an obligation stemming from our constitution and from the laws of the court that the Supreme Court issue so-called guide principles for the practice of sentencing in rendering justice. This is done in such a way that partly from its own work in sentencing, partly from analyzing the sentences of lower courts it screens out those experiences which serve as guides in dispensing justice. Such guidance has become necessary, for example, to make the practice of meting out sentences more unified. It is well known that the Penal Code specifies only the limits of penalties, and it is the task of the courts to determine the exact penalty. But this is significantly influenced by the so-called aggravating and mitigating circumstances. An important element of socialist justice is that the courts establish with a uniform outlook what they consider aggravating and mitigating circumstances.

When the Supreme Court establishes precedents according to these guiding principles, and screens out those from among the contradictory trends which

answer to the purposes of the law, to the legal policy requirements, to the sociological changes of the given era, it is actually taking a step against the controversial, formalistic and subjective applications of the law.

In other respects, the courts must tailor the punishment to fit the crime and the social danger the perpetrator represents, to the extent of guilt, and to all of the other evaluable--aggravating and mitigating--circumstances. This is how the penalty handed out will become appropriate and free from exaggerations, and this is how the practice of sentencing will remain balanced, which serves the protection of society as needed.

[Question] How many such guide principles have been issued thus far?

[Answer] During the decades a total of 12, including the last one which dealt with the evaluation of mitigating and aggravating circumstances.

#### Alcohol, Age, Education

[Question] The guide principles issued about the so-called aggravating and mitigating circumstances of the influence of alcohol, age, education and some other factors receive increased weight in the deeper judging of a crime. What justifies this?

[Answer] The committing of a crime under the influence of alcohol is becoming ever more frequent. The numbers indicate this. In 1970, 24.6 percent of all of those committing a crime acted under the influence of alcohol, in 1975 this increased to 27.5 percent. It is reasonable that under such trends the practice of evaluating the condition of being under the influence of alcohol in criminal law must be re-evaluated, this is what the protecting of society requires. Twelve years ago--that is, in an earlier guide principle--the Supreme Court gave the guidance to the courts, in the interest of increased protection of human life, that by criminal law they should view the condition of being under the influence of alcohol as an aggravating circumstance, especially when coupled with a lack of inhibitions while committing the crime. We have also called attention to the fact that there is a particularly great danger to society from those who drink habitually and are repeat offenders or from the criminals who attack life or who maim. And now we have come to the conclusion that steps must be taken further and that drunkenness must be valued as an aggravating circumstance in the commission of any crime, particularly when the condition of being drunk is the initiating reason for the act. This is because it is our conviction that the tools of criminal law must also be used against the spread of alcoholism and against the effect it has on committing crime.

As far as age being connected to the circumstances of crime is concerned, I must refer to the fact that the Penal Code recognizes certain age groups and contains special, more lenient orders for example against the younger offenders. But reaching the legal age of adulthood--that is, the 18th year of life--does not mean full personality development in everyone. We know that--to a lesser

degree--many can be easily influenced even in the years years of adulthood; it is difficult for them to resist "temptation," "allure," the occasion which makes the committing of a crime easier. The courts therefore have now received the instruction that they should consider so-called "young-adulthood," that is, the 2-3 years after 18 years of age, as a mitigating circumstance. By the same token, advanced age is also a mitigating circumstance, particularly because this also reduces the ability to endure the penalty. Of course this cannot be applied mechanically either, but it must still receive weight in the judge's evaluation.

It is a real truth that the degree of education also figures in the commission of a crime. But experience shows that education can have different roles in the commission of a certain crime. In the case of some crimes, no doubt the higher degree of education is an aggravating circumstance, since the criminal sees much more clearly the social dangers of his or her act than would an uneducated, primitive man. It is definitely an aggravating circumstance if someone uses his or her education or professional training for the commission of a crime. In general society also makes greater demands on persons of higher education. Thus society lodges reasonably higher demands against them in the observing of the regulations of criminal law serving to protect itself.

At the same time the lack of schooling and low level of education in itself cannot be a mitigating circumstance in the commission of such crimes the dangers of which everyone is able to see and feel even without schooling or education. Such are, for example, killing, robbery, theft or physical damage. Every man, even if ever so primitive, knows that it is forbidden to kill, steal, rob.

[Question] Earlier the judging by the courts of the crimes directed against life and bodily damage did not always trigger agreement in the public opinion; at times such sentences seemed liberal. What is the situation today?

[Answer] The administration of justice strictly protects human life and the integrity of the body. In the interest of this, earlier we issued that guide principle which showed the way for sentencing practice serving to increasingly protect life. It is my conviction that in our days--apart from occasional errors--the courts bring judgments of the proper weight in such cases and without failure give effect to the strictness of the Penal Code. On rare occasions the sentence issued is not appropriate to the requirements of the law; in such cases the Supreme Court, after legal appeals, makes the proper decision.

#### The Role of Circumstances

But I must also mention that the public does not always receive full information about a particular court decision. It is well known that man can fall victim to many kinds of acts. It is obvious that judicially these all cannot, must not, be judged the same way; even the establishment of the facts causes many problems for the court making the decision. Let me mention one example:

it happens that someone hits another man, who falls on the slippery ground in such an unfortunate manner that he dies because of skull fracture. No broader explanation is necessary about the weight of such an act being much less, since the direction of the intent was not that the other should die, than one in which the perpetrator expressly intended the death of the other. Thus the issue of penalty in the former case is also, reasonably, a good deal smaller than in the latter one. Now, if the public opinion is not informed of the details--for the sake of example, of the aggravating and mitigating circumstances which played a role in the judgement--then it may consider the penalty given as unrealistic. The reader, who only receives information from the small news item only about the crime and the penalty, can only form his opinion practically on the basis of the crime's character, which thus may be contrary to the judge's decision and could lead to erroneous conclusions.

By the way, I will also mention that in the case of crimes against life and bodily integrity, exactly in accordance with the guide principles just issued, commission in a group must be considered as a heavily aggravating circumstance; also, when someone attacks his victim with a knife, or when a defenseless, aged, ill person; pregnant woman; child or other person deserving of protection is attacked. I may add that it must also be thoroughly investigated whether the behavior of the damaged party was rude, aggressive or provocative because very often this is also a triggering reason for the attack, or is a part of the reason that the emotions of the person committing the attack are stirred up. Therefore such behavior by the victim is a mitigating circumstance on the side of the perpetrator.

#### Carelessness, Irresponsibility

[Question] Among crimes of careless character, in society's conscience only those are condemned which lead to serious tragedies, even though carelessness causes much damage in the real and figurative sense of the word. What is the experience of criminal justice in this and what is desired to be done?

[Answer] Unfortunately, the number of crimes committed through carelessness is on the increase. This, of course, also follows from the changes which occurred in the lifestyle. Motorization and the spread of technology surely contribute to the increase of the statistics. Let us not forget, in industry, agriculture and commerce, beyond what has already been mentioned, the great responsibilities are assigned to one man, thus the danger has increased that serious damages can be caused in society's property due to carelessness.

At the same time these justify that society should increase its own protection against such crimes. This is even more true because the fight against crime is primarily a social task, and the role of the crime-fighting authorities--among them the criminal justice system--while important, is not exclusive. Enlightenment in this battle is an important task, because primarily in this way can and must the feeling of responsibility be awakened in people, to show

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the traffic, labor protection, property management and other very important rules, the consequences of observing or ignoring these. At the same time the role of the criminal process cannot be underestimated as, beyond the moral standards of socialist conscience, this has the greatest preventive power. Yet I feel that over and above the criminal justice sentences protecting society, the stand taken against carelessness, irresponsibility and negligence gives each citizen a true role, primarily at his place of work, said Dr Gyula Czili in conclusion.

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HUNGARY

CATHOLIC BISHOP ADVOCATES NEW APPROACH, ROLE FOR THEOLOGY

Budapest MAGYAR NEMZET in Hungarian 28 Jan 77 p 4

[Article by G.A. in the "Magazine Review" column]

[Excerpts] About the Theology of Today

[Thus] speaks the writing of Jozsef Cserhati, Catholic bishop of Pecs, leading the January issue of VIGILIA. According to the bishop "in the present cultural reformation everywhere the people, the concrete community man, are in the forefront. The old culture has broken down. The emphasis was on the individual's salvation. The economic and social structure was built on the personal, individual rights and liberties, the cultural ethos was characterized by the closedness of individualistic social principles secured in the system. In this respect the summit of social development was represented by the absolutization of the social respect, but the rule of the rich and mighty in most cases was able to move only as far as that liberal democracy in which maintaining the balance of the class society represented the most concern for the state authority."

With today's cultural turn--of which "among the forming factors we must also consider the great advances of the natural sciences and the technicization that follow, making the world ever more unified"--it also goes hand-in-hand that "some internal movement began in the faith of the faithful." New issues come up in the faithful as well as in the spiritual minister, and "giving the answer is not so simple. Instead of repeating the precisely defined and secure formulas for the faith, we must soothe the inquirer with personal, individual experiences and somehow new definitions." According to Bishop Cserhati, theology today "from the position of teaching has assumed the status of research, seeking and redefinition."

New Research Work

[This] also characterizes the Catholic theologians of our era. "We must maintain a constant dialog with the ministers, the faithful and the non-believers, with the specialists, psychologists, sociologists and the teachers of ethics." The theologian, together with the minister, "wants

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to know and therefore also observes how the people live today, how they define their life goals, how they solve the problems of their individual and community lives, what stand they take in the depths of their hearts on the large issues of life, what their opinion is about the progress of humanity, and its material and moral rise."

The "office of teaching"--the church, that is--has not always accepted easily "today's theological method, the new process of rationalization of seeking and research, because its source and foundation are not facts of the faith's rational consequence and do not even originate internally but externally, from experience. But it would be a mistake to believe that today's theology is merely a description of occurrences--that is, religious phenomenology." The theologians "do not deny the existence of the religious office of teaching, but they desire that the teaching office practice its calling in accordance with today's changed situation. Understandably they turn against decisions which were not preceded by serious examination and dialog."

The bishop also points out that "the Vatican II Council declared the historic nature of the revealed truths. We recognize the revealed truths in part in history slowly, from step to step, but their contents open up ever more perfectly. The revealed truth, as a deed of God, is not the handing over of unalterable formulas, rather we talk of God's activity evidenced in history." The revelation "terminated with the death of the apostles, but the hidden treasures come to daylight during history." Thus the interventions of the office of teaching cannot be unequivocal. "It must accept the relativity of the definitions, and it must always relate these to the absoluteness of Christ's mystery. Of course, under such circumstances the new method and style of explanation will also be necessary."

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ROMANIA

BRIEFS

OFFICIAL APPOINTMENT -- The President of the Socialist Republic of Romania decrees that Comrade Ladislau Lorincz is appointed to the position of state secretary in the Ministry of Education and Instruction. [Bucharest BULETINUL OFICIAL in Romanian Part I No 16, 23 Feb 77 p 4]

REMOVAL OF DEPUTY MINISTER -- The President of the Socialist Republic of Romania decrees that Comrade Eleonora Cojocaru is relieved of her position as deputy minister of domestic trade. [Bucharest BULETINUL OFICIAL in Romanian Part I No 16, 23 Feby 77 p 4]

NEW DEPUTY CHAIRMEN -- On the basis of Article 72 of Law No 57/1968 on the organization and operation of the peoples councils, the President of the Socialist Republic of Romania decrees that the following comrades are delegated to carry out the function of deputy chairmen of the executive committees of the peoples councils: Dumitra Smarandache, in Arges County; Elena Floares, in Bacau County; Eva Feder, in Bihor County; Lucretia Moldovan, in Bistrita-Nasaud County; Elvira Chirica, in Botosani County; Marcela Ciuperca, in Braila County; Aurelia Danila, in Cluj County; Elisabeta Szekely, in Harghita County; Ana Herlea, in Hunedoara County; Ecaterina Anghelescu, in Ilfov County; Angela Botioc, in Maramures County; Elisabeta Badescu, in Medheinti County; Vasilica Nicolae, in Prahova County; Ecaterina Bente, in Satu Mare County; Maria Prepelita, in Suceava County; Elisabeta Statescu, in Teleorman County; Eftimita Mihovici, in Tulcea County; Eleonora Cojocaru, in Bucharest Municipality. [Bucharest BULETINUL OFICIAL in Romanian Part I No 16, 23 Feb 77 p 3]

CSO: 2700

YUGOSLAVIA

LEGISLATION ON MILITARY PROSECUTORS HIGHLIGHTED

Belgrade FRONT in Serbo-Croatian 14 Jan 77 p 4

[Article by Col M. Milovanic: "New Law on the Military Prosecutor's Office"]

[Text] The tasks, role and authority of the military prosecutor's office are designated by the Yugoslav Constitution. Under Article 236, the military prosecutors of criminal offenses within the jurisdiction of military courts, takes specific steps to protect the interests of the social community, and employs legal means to protect constitutionality and legality in the manner prescribed by federal law.

Accordingly, the tasks and authority of the military prosecutor's office are the same as those of the public prosecutor's office, but the military prosecutor's office does not prosecute perpetrators of economic offenses, and it discharges its duties before military courts or in relation to military administrative organs.

Under the new law, the military prosecutor's office performs its functions on the basis of the constitution and the laws but also in accordance with policy as laid down by general acts of the Assembly of Yugoslavia and in accordance with stands taken in the form of guidelines or other acts issued by the supreme commander of the Yugoslav armed forces. The military prosecutor's office of the Yugoslav People's Army, through the federal secretary for national defense, informs the supreme commander of the armed forces concerning the implementation of the law, its own work, and the work of the other military prosecutor's offices. In turn, the military prosecutor's offices attached to units and establishments of the Yugoslav People's Army inform the commanders of the respective units and establishments and the military prosecutor's office of the Yugoslav People's Army concerning the implementation of the law and their own work.

In accordance with Article 222, paragraph 1 of the constitution, the new law has extended the social function of the military prosecutor's office. Specifically, as they go about accomplishing their tasks, military prosecutor's offices register and study social relationships and phenomena of interest to the performance of the functions of the military prosecutor's office, especially

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The military prosecutor's office is authorized, in connection with performing its functions, to require organizations of associated labor and other self-managing organizations and communities to provide documents and information that are necessary if actions within the prosecutor's jurisdiction are to be undertaken. Moreover, the military prosecutor's office may request an appropriate court or other governmental agency to provide other legal assistance that may be necessary to the performance of its functions. On the other hand, the military prosecutor's office is obliged to accept criminal complaints and other petitions and statements on matters within its jurisdiction from military personnel, civilians on duty in the armed forces, any citizen, military units and establishments, other governmental agencies, organizations of associated labor, and other self-managing organizations and communities so that authorized actions may be undertaken. The military prosecutor's office may also call upon the filer of a criminal complaint to provide necessary data. Otherwise, in exercising the function of criminal prosecution, the military prosecutor's office--like the public prosecutor's office--proceeds according to the provisions of the Law on Criminal Proceedings, with slight deviations provided in the Law on Military Courts.

The military prosecutor's office also has specific tasks outside the realm of criminal prosecution. In lawsuits, in administrative proceedings and administrative disputes that are conducted before a military organ or military court, in disciplinary proceedings, and in misdemeanor proceedings, the military prosecutor undertakes actions that are performed under the law by the public prosecutor within his jurisdiction (appeals in administrative proceedings, applications for the protection of legality against decrees by military courts and other organs of the Yugoslav People's Army that have gone into effect, initiation of administrative disputes before the Supreme Military Court against administrative acts by military organs and also--when so provided by special federal legislation--against administrative acts by other federal agencies and federal organizations and communities if such acts have violated the law to the advantage of an individual or legal entity).

One of the significant examples of authority vested in the military prosecutor's office is the authority to initiate proceedings before the appropriate constitutional court for an appraisal of the constitutionality of legislation and of the constitutionality and legality of other ordinances, general acts, or self-management general acts if the question of constitutionality or legality is raised in the operations of the military prosecutor's office. Authority to initiate proceedings for an appraisal of constitutionality or legality belongs exclusively to the military prosecutor of the Yugoslav People's Army. If a lower-level military prosecutor finds a law, other ordinance, or general act not to be in accordance with the constitution or the laws, he is obliged to so inform the military prosecutor of the Yugoslav People's Army. Inasmuch as the military prosecutor's office and the military courts will be executing the laws of the respective republics and autonomous provinces, the military prosecutor of the Yugoslav People's Army will be initiating proceedings for an appraisal of constitutionality and legality not only before the Constitutional Court of Yugoslavia but also before the constitutional courts of the respective republics and provinces.

The military prosecutor's office is also authorized to request the postponement or discontinuance of an executive decree by a military court or executive order by a military organ in disciplinary or other administrative proceedings if there are grounds for employing legal means against such decree or order because of violations of law or international agreements. Such a request is filed by the military prosecutor of the Yugoslav People's Army with the military court or with the military organ authorized to issue permits for execution, which entities are then obliged to postpone or discontinue executing the decree or order, but execution will begin or resume unless the military prosecutor of the Yugoslav People's Army employs legal means within 30 days of receiving the decision to postpone or discontinue execution. Accordingly, the military prosecutor's right is temporary, since postponement or discontinuance will be in effect only until a decision is reached on the legal means to be employed by the military prosecutor, or for 30 days if the military prosecutor fails to employ legal means.

#### Organization and Operations

The new law has not altered the organizational structure of the military prosecutor's office. The function of the military prosecutor's office is exercised by military prosecutor's offices attached to units and establishments of the Yugoslav People's Army, plus the military prosecutor's office of the Yugoslav People's Army. One innovative provision allows military prosecutor's offices attached to units and establishments of the Yugoslav People's Army to be founded not only according to an organizational principle but also according to a territorial principle or a combination of the two, while the supreme commander of the armed forces is authorized to establish or discontinue these military prosecutor's offices and to determine their arrangements, location, and territory and the arrangements and location of the military prosecutor's office of the Yugoslav People's Army.

The military prosecutor's office is an organization in which strict hierarchical subordination prevails. The military prosecutor of the Yugoslav People's Army is in charge. He exercises supervision over the work of the military prosecutors attached to units and establishments of the Yugoslav People's Army (lower military prosecutors), guides their work, and may issue reprimands and obligatory instructions for the proper performance of duty. Such instructions may also relate to action on a particular case and are binding on the lower military prosecutor. The military prosecutor of the Yugoslav People's Army may directly exercise all rights and obligations possessed under the law by lower military prosecutors. He may also take over the performance of certain duties within the jurisdiction of a lower military prosecutor or assign a military prosecutor to act on a particular case or to perform certain actions within the jurisdiction of another military prosecutor.

In conclusion, we should take notice of an innovation relating to status questions affecting military prosecutors and their deputies. In contrast to the Law on Military Courts and other judicial laws, the existing Law on the Military Prosecutor's Office did not provide for the appointment of military prosecutors and their deputies for specific terms of office. Eliminating

functions relating to national defense and the country's security, the realization of the rights of military personnel, and the legality of the work of military organs. On the basis of their observations, military prosecutor's offices are obliged to submit proposals with a view to preventing socially harmful phenomena and consolidating legality, social responsibility, and socialist morality. Such proposals are to be submitted not only to the appropriate military organs but also to the assemblies of the respective socio-political communities and other governmental agencies and organizations. This will contribute to the overall effort to prevent crime.

#### Jurisdiction and Authority

According to the aforesaid constitutional provision, which has been taken over by the new law, the military prosecutor's office has a threefold task: to provide criminal prosecution for the perpetrators of criminal offenses within the jurisdiction of military courts that are prosecutable as a matter of official duty, to take steps specified by law to protect the interests of the social community, and to employ regular and extraordinary legal means to protect constitutionality and legality. However, the basic right and duty of the military prosecutor's office is to prosecute perpetrators of criminal offenses within the jurisdiction of military courts that are prosecutable as a matter of official duty. The military prosecutor's office is therefore authorized to take necessary steps to uncover criminal offenses, to find perpetrators, and to direct preliminary criminal proceedings; to request an investigation; to present and argue a bill of indictment or charges before the appropriate military court; to file an appeal against court decrees that are not yet in effect; and to employ extraordinary legal means against court decrees that have gone into effect. Hence, the new law has expanded the obligations of the military prosecutor's office in the realm of criminal prosecution to a certain extent.

In line with the provisions of the Law on Criminal Proceedings, the military prosecutor's office no longer "concerns itself" with uncovering criminal offenses that are prosecutable as a matter of official duty and with finding perpetrators; it takes necessary steps in connection with uncovering criminal offenses and finding perpetrators. Likewise, the military prosecutor's office no longer "initiates criminal proceedings"; under the Law on Criminal Proceedings, it requests an investigation. This obligation requires greater involvement on the part of the military prosecutor to uncover criminal offenses and find perpetrators, i.e., a more active stance in the struggle against crime, plus working methods that will produce greater involvement on the part of the military prosecutor's offices in uncovering criminal offenses that are prosecutable as a matter of official duty and finding perpetrators. Thereby, the military prosecutor's offices will further develop cooperation with all agencies participating in precriminal proceedings, especially with a view to discharging their obligations in the realm of uncovering criminal offenses and finding perpetrators. For this reason, the new law has obliged the military prosecutor's office to cooperate in the exercise of the function of criminal prosecution with agencies obliged under the law to uncover and report on criminal offenses.

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this exception, the new law specifies that such persons are to be appointed for 4-year terms, i.e., terms identical to those of judges on military courts. In this way, the requisite continuity is provided.

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YUGOSLAVIA

PETITION ON FREEDOM OF TRAVEL CRITICIZED

Zagreb VUS in Serbo-Croatian 26 Feb 77 p 23-25

[Article by Zoran Bosnjak: "Shot Into the Void"]

[Excerpts] Yugoslav borders are among the most open borders in the world. Nobody who tries to either enter Yugoslavia or to come out of it has to be convinced of that. However, in order not to speak only about personal or figurative impressions or about something without verifying the very basic facts (at least in our country), let us also cite a few concrete facts.

Although there are only some 20,000,000 of us Yugoslavs, we recorded last year 13,000,000 trips by Yugoslav citizens to other countries, and foreigners crossed the Yugoslav border 40,000,000 times. At this moment more than 6,000,000 people travel or can travel around the world with a Yugoslav passport in their pocket.

But, in 1976 competent administration organs refused an insignificant number of requests for the issuance of passports on the basis of our positive legal regulations. Last year 161 citizens made complaints on account of those decisions, and after a renewed examination of these requests only 17 complainants have been waiting for passports.

There is nothing unusual here -- neither the fact that people travel, desire to travel or that some cannot travel. For, as much as we know, not a single country issues passports to all the citizens at any time and only on the basis of a desire expressed and a request submitted. Everywhere the issuing of passports is regulated with the legal regulations, practice, will (and somewhere arbitrary will) of the competent administration authority.

We regulate this with the Federal Law on Travel Documents which was enacted in 1973 (before the constitution of the SFRY). As all the laws in the world, this law is also in one of its parts restricted and determines all those to whom the passport or the visa and whereby legal departure and stay abroad will be refused.

### Who Cannot

The article 43 says that "travel document will not be issued, the expiration date of the travel document will not be extended nor will the visa be issued" to persons under investigation, persons to whom unconditioned prison sentences (more than 3 months) or rigorous imprisonment were pronounced, persons who pledged in court that they will not leave their domicile, persons who did not settle their obligations in regard to social-political associations or organizations of associated work. The following points of the above mentioned article state that the passport will be refused to a person:

5. who during a stay abroad inflicted damage on international or other interests of Yugoslavia by his activity.
6. if the security interests or interests of people's defense require this.

In the continuation of the Article 43, it is said that if the competent organ refused the passport on the basis of the above mentioned point 6, "it does not have to state the reason for such a decision."

This is how the things are in Yugoslavia. We still do not find any special reason to write about this, for these are no secrets, paradoxes or tricks. However, recently many foreign newspapers have been prattling about this article of our Law on Travel Documents as if it were a big sensation or something unheard of. Why is anything written about such a usual procedure, which the authors of these articles could also easily find (even in a much stricter form) in the laws, practice and behavior of the border organs in their countries.

Our procedure of issuing passports is nothing unusual and, consistent with policies of open borders in both directions, we indeed reduced the number of restrictions to a minimum (the number of people who have complained is proof of this). These regulations are in essence not contrary to any international act, practice or charter.

But, toward the end of October, 1976, a request to coordinate the Law on Travel Documents (especially Article 43) with the Constitution of the Socialist Federal Republic of Yugoslavia (which guarantees in its article 183 "freedom of movement and taking up residence") and the General Declaration on human rights arrived to the address of the Constitutional Court. In other words, it is asked that passports and visas be issued without any restrictions. In the interval of only several weeks 8 additional identical mimeographed "citizens' requests" arrived at the Constitutional Court; these citizens probably advocate coordination for reasons based on principles, for as it has been "mimeographed" they all have passports.

Some signers in addition to sending their request to the Constitutional Court (which is their right) have also sent it to foreign journalists. One did not have to wait a long time before some foreign newspapers began to write about a group of citizens who demanded a revision of the law. Some signers were simply taken in, and when they saw what kind of a business this was, they withdrew their signatures. And some even traveled back from abroad to join the action "to show the world that Yugoslavs cannot travel around the world."

But at this moment all this is not so essential, for the aim of the campaign is definitely not to protect the constitutional rights of few Yugoslav citizens. In order to realize its sense and its background, only time and "broad context" are essential.

At the moment when one ought to show what has been accomplished from the Helsinki Conference to the present, sniping at each other from bloc positions has broken out. The most frequent theme of these snipings is not only human rights ("third basket"), but recently also armaments. The aim is not to show all that I have done to bring my country and Europe closer to the spirit of Helsinki, but to show that the other not only did not do anything, but that he is even provoking me. Precisely for that reason such a campaign is deeply contrary to the spirit and letter of Helsinki.

In this case what is involved is obviously an attempt to draw Yugoslavia -- who knows how many times -- into bloc confrontation. But, faithful to ourselves and to our convictions, we have always resolutely turned down such attempts. And they all ended as shots into the void.

CSO: 2800

YUGOSLAVIA

ALLEGATIONS OF DANGER FROM WRECK OF 'CAVTAT'

Belgrade FRONT in Serbo-Croatian 24 Dec 76 pp 38-39

[Article by Milan Rakovac: "The 'Cavtat' Threatened No One"]

[Text] How a Sunken Ship Became the "Superstar" of the Doomsayers. What Is Tetraethyllead, and What Is Saturnism? "Chemical Death" or a Farce? The Scientists Are at Odds; the "Jericho Trumpets" of Some Innovations; a Frightened Public in Southern Italy

Veteran sailors say that a ship has a soul. One can sympathize with that traditional seaman's superstition, since we know that for centuries man was up against the mysterious sea and that his ship meant both land and life, his brother and sister. In that case the ship "Cavtat" of Atlantska Plovidba (Atlantic Shipping Firm) of Dubrovnik has been mortified with shame for the entire 28 months since it sank 3.5 miles east of Cape Otranto on the Italian coast of the Adriatic because of the vitriolic onslaught of reckless nonsense and malicious speculations which have already taken on continental proportions.

In the early morning of 14 July 1974 the "Lady Rita," a vessel flying the Panamanian flag, cut into the right side of the "Cavtat" with its bow. This was the classic naval maneuver called ramming (unintentional, of course) in which one shatters the side of the enemy vessel with the bow of one's own vessel. The "Cavtat" sank at about 0845 hours in approximately 95 meters of water. None of the 28 crew members and 2 passengers were lost. Ships do sink in the muffled depths of the sea, and the sunken "Cavtat" began slowly to sink into oblivion. But that was not to be its fate.

Today, almost 2.5 years later, the "Cavtat" is better known than it ever was and has become a superstar in the chronicles of infamy. Its case is a topic for scientific debate and a conflict of opinions. The "Cavtat case" has become so well known that it has been debated by the Italian Senate and then by the government; teams of divers circle the place where it went down, and ships cruise by for scientific purposes, adventure or journalistic reasons; films are shot, and photographs are taken for

magazine spreads; the international system of communications has this fall been overloaded with the name "Cavtat." The representatives of yellow journalism have raised the sensationalistic pitch to such a point that even some of the more serious periodicals are becoming concerned with the "Cavtat": the London SUNDAY TIMES, the West German DER STERN, the Italian EUROPEO and EPOCA, and the American NEWSWEEK.... The reason for all this hullabaloo lies in the some 900 metal drums in which the "Cavtat" was carrying from the British port of Svonsi to Yugoslavia tetraethyllead, an organometallic compound consisting of ethyl and lead and which is an antiknock agent.

#### Could There Be a Repetition of Minamata?

As nickel carbonyl or iron carbonyl tetraethyllead-- $Pb(C_2H_5)_4$ --has an extremely important place in modern industry or, to be more precise, in the production of fuel for internal combustion engines. Tetraethyllead is added in small quantities to the fuel as an antiknock agent in order to prevent the explosion or detonation (it is also called an antdetonant), so that it facilitates the even, gradual and uniform combustion of the fuel-air mixture in the engine. Tetraethyllead belongs to the family of so-called octane compounds [sic] which are crucial to the quality of motor gasoline, that is, to proper operation, which is particularly important to sensitive engines operating at high rpm, aircraft engines being an example. A motor fuel's resistance to knock is indicated by its octane number; for example, in Yugoslavia what we call "regular" has an octane number of about 76, and "high test" is 84. About 90 percent of the gasoline produced in the world contains tetraethyllead, which is a colorless, oily and poisonous liquid.

Because of the heavy automobile traffic in our cities, tetraethyllead is the worst pollutant poisoning the atmosphere, since the unburned lead from automobile exhaust becomes suspended in clouds of city smog and is poisonous to life. All of a sudden 50 tons of tetraethyllead ended up on the seabed, and this bothered some people.

Actually, not "some people," but the Austrian newspaper KURIER in Vienna (why should it have been the one?). "Announcing" the upcoming 1975 summer season, KURIER put a bee in the bonnet of its readers intending to spend their summer vacation on the Adriatic: Don't go there, the entire sea has been poisoned, or soon will be.

Saturnism is the name given to the disease caused by lead, and is otherwise referred to as lead poisoning; it occurs in some occupations which involve frequent contact with lead: tinsmiths, chemists, miners, painters, and typesetters. Lead poisoning is a sinister and even deadly disease, and its symptoms are inflammation of the mucous membranes of the mouth, cramps in the digestive tract, pain in the joints, nervous disorders, blindness, delirium, and death....

Recent history has recorded two cases we might mention in order to shed light on the possibility of pollution from the tetraethyllead of the "Cavtat." On 1 July 1966, just 200 meters from a heavily populated residential area of the city of Capetown in South Africa, the vessel "Seafarer" sank in a storm with 190 drums of tetraethyllead in only 8 meters of water. They have managed to pull out 33 drums, but the other 157 are lying on the bottom even today--without any sort of visible consequences to marine life or humans.

The second case is dramatic. In the mid-fifties more than 1,000 persons in the Japanese city of Minamata died or suffered serious physical impairments over a period of time from a poisoning whose origin was unknown. It was later found that a local chemical factory was discharging mercury into the sea with its effluent, polluting the marine flora and fauna, and the humans were poisoned when they ate the fish caught there.

#### Who Is One To Believe?

What will happen when in time rust eats into the metal drums on the "Cavtat" and around it (some of the 500 drums carried on the deck rolled off the ship, while the others are in the hold)? What will happen when the tetraethyllead pours into the sea? Will it be a threat to life, how great a threat, and where?

Now that the case of the "Cavtat" has reached the proportions of a first-rate sensation, the experts have, of course, been consulted. It is they in fact who have thrown oil on the fire and fanned up the calm fire of dissatisfaction, especially in the port of Otranto, whose populace held a number of demonstrations this fall in which they demanded that the government raise the "Cavtat" and its evil cargo from the bottom. Here is what the experts say:

Jacques Cousteau, a scientist with a popular reputation, who is not averse to playing the role of a star with the public, says that "the entire Mediterranean will be poisoned. The fish will not be edible, and anyone who eats them will have horrible hallucinations and die...."

Derek Bryce-Smith, British scientist, says that a man who ate "a large quantity" of the poisoned fish "might have hallucinations, mental confusion, coma, depression, apathy, neurosis and death...."

Giorgio Nebbia, professor of ecology of Bari University: "If only 100 kg should leak out of the sunken drums, that amount could poison a million cubic meters of water, which corresponds to a column of water 100 meters high and with an area of 10,000 square meters...."

Letizia Ferrero, biologist and member of a professional team, says that there is no real danger for 10 years unless the drums have burst.

An expert from Associated Octel, the manufacturer, says that it is "almost impossible for any appreciable volume of seawater to remain so long in contact with the lead compound that it would become leaded," adding that even this hypothetical area would soon be entirely abandoned by the fish.

Carl Oppenheimer, son of the father of the atomic bomb and an ecologist with a world reputation, believes it is more dangerous to remove the drums than to allow the tetraethyllead to spill and that we are exposed to a much greater poisoning hazard from automobiles.

This opinion is shared by scientists of the Italian Higher Health Institute.

However, this disagreement among the experts fired the imaginations of the "yellow" journalists even more.

As a matter of fact, what would happen if this poison were to spill out, would the Adriatic or even the entire Mediterranean really be poisoned, if we follow the cataclysmic prophecies of Jacques Cousteau?

Clearly the poison already spilled must spread further, that is, something would have to carry it over the entire expanse of the seas, and that "something" is represented by the movement of the sea--the currents.

First we must state that tetraethyllead has a higher specific gravity than seawater, which means that it would fall to the bottom. It is more to the point, then, to ask what might raise it from the bottom and then maintain its spread out in the upper levels of the sea?

First, even assuming this gloomiest hypothesis that the poison has already been spilled, the Adriatic is not in danger at all. The principal sea currents in the Adriatic follow this pattern: the incoming current is from the south, it enters the Adriatic through the Strait of Otranto, it bends toward our coast, and it flows along it to the Gulf of Trieste at a speed of approximately half a knot. It then returns southward along the Italian coast and leaves this arm of the Mediterranean, passing over the sunken "Cavtat" at a speed of 1.5 knots. In addition, there are several points along our coast where currents branch off, all of them flowing back toward the Italian coast and then again out of this arm of the sea. Any poison that has spilled, then, would flow toward the Mediterranean, if there were at that place any strong vertical current, but there is none. A vertical current or even a submarine ring, some vertical movement of water toward the surface or toward the bottom, only that could move the poison upward.

Consequently, we can realistically assume that this poison, even once it has spilled from the drums, will be buried at that same site by the layer of yellow silt on the bottom that is 80 cm thick or would hover over the bottom like a dull, oily and compact "cloud."

### Is This Only a Poisoned Canard?

Dr Bartolo Ozretic, and biologist from the Marine Research Center in Rovinj and the Rudjer Boskovic Institute in Zagreb, is an expert on "the problems of heavy metal transport into marine organisms." Lead is a heavy metal. Dr Ozretic says:

"If that entire amount of tetraethyllead were spread out, not even throughout the Adriatic Sea, but in just one-tenth of its volume, the pollution within that polluted tenth of the Adriatic would not be greater than the pollution, say, we have now in the port of Rovinj, in some large garage where they repair cars, or at some city intersection with heavy traffic!"

This is the true answer to the polemically intoned questions that have frightened southern Italy, have "alerted" all of us in the Adriatic, and have made Europe anxious....

In the worst possible case, then, if all the poison was spilled, if something spread it over one-tenth of the Adriatic, the hazard would not be such as to require the emergency measures which are already being projected. The government has ordered the Italian Navy to investigate the matter and raise one drum; there is talk of covering the "Cavtat" and its hazardous cargo with cement and also of lifting the cargo, which would cost, according to the estimates of German divers who looked into the matter for the magazine DER STERN, no more and no less than 4 billion lira (:), an amount sufficient to build a respectable factory.

After 10 years (say the British experts), when rust eats the metal of the drum, the poison would remain hovering near the bottom, and gradually perhaps, it would spread over the Mediterranean, which would not in itself be a hazard, when we know that industry on the Mediterranean is a persistent and steady polluter of the "cradle of civilization"--and yet we do not close down the factories, nor are we doing anything serious toward installation of protective devices, unfortunately.

The mayor of Otranto recently declared, that the psychological damage would be enormous if the cargo of the "Cavtat" is not raised, regardless of whether there is a real need to do something or not! This is the "secret" of the entire affair. Because of the wave of public interest the "Cavtat" has become a "superstar," a danger of all but global proportions, and it is here that we should look for the reasons and motives behind the entire affair.

The real question is this: Has this incriminated tetraethyllead been given this much attention only because of the general hunger of world journalism, which is suffering from poor circulation and is being squeezed by television and rising costs for paper and technical services, or has the entire "affair" developed out of what once was called a canard--an atmosphere which is real and which has been artificially and deliberately created for economic, social or political reasons?

The uncommon lack of common sense in what numerous newspapers have written about the "Cavtat" gives substance to the suspicion that whether it was rigged or spontaneous, we are still dealing with what amounts to an act of psychological warfare and whose objective was to inflict definite damage, first on the countries in the Adriatic, Italy and Yugoslavia above all, and then on the maritime industry in the broader sense of the word and on maritime shipping and tourism in particular. Here are just some of the quotes from the world press that can serve as evidence for this supposition: "a time bomb in the sea"; "a chemical bomb in the Adriatic"; "the Adriatic is threatened with chemical death"; "2 mm from death," all the way to those which speak about a "pirate ship," about a "cargo of poisonous gases and weapons" in addition to the tetraethyllead, and then on without end....

International legal institutions will resolve the problem from that standpoint, the property damage will be compensated in one manner or another, and the "Cavtat" should altogether be left to rest in peace on the bottom--that is the way to minimize the hazard from its poisonous cargo. One might also hope that at least some newspaper with world reputation might make an authentic attempt to convince the doubting Thomases, if it is not already too late, if public opinion in Italy has not really already succumbed completely to "yellow" pressures....

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